The Signalman's
JOURNAL
OCTOBER, 1973

In This Issue

President Chamberlain's Message

Federal Aid For Grade Crossings Available

Congress Moving On Legislation To Revamp Northeast Bankrupt Railroads

Thirty-Ninth Signalmen's Convention Report, Continued

Canadian Signalmen Present Wage Case To Arbitrator

93D CONGRESS
1ST SESSION

H. R. 9142

IN THE HOUSE OF REPRESENTATIVES

JUNE 29, 1973

Mr. SHOUP introduced the following bill; which was referred to the Committee on Interstate and Foreign Commerce

A BILL

To restore, support, and maintain modern, efficient rail service in the northeast region of the United States, to designate a system of essential rail lines in the northeast region, to provide financial assistance to rail carriers in the northeast region, to improve competitive equity among surface transportation modes, to improve the process of Government regulation, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Northeast Region Rail Services Act of 1973".

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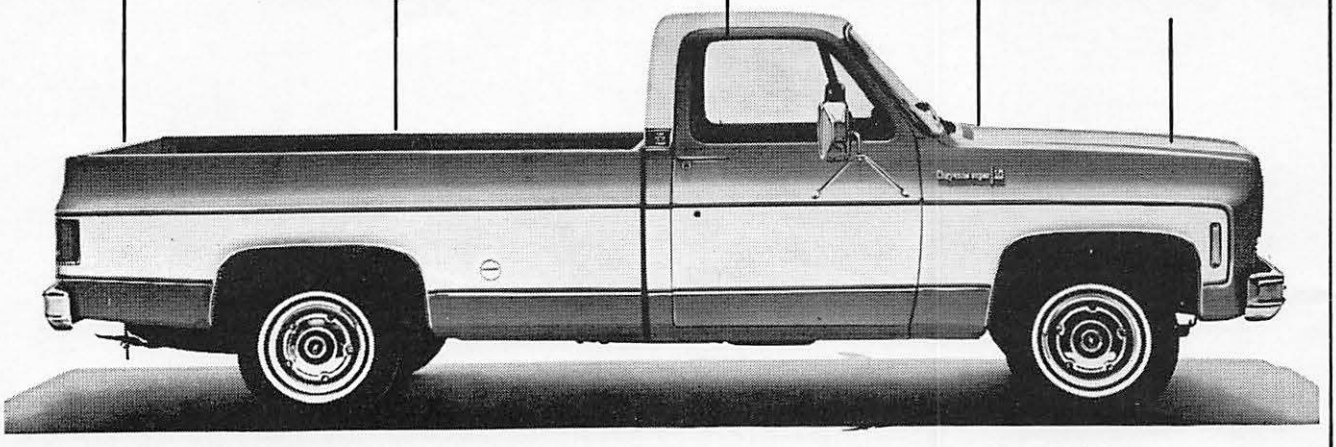

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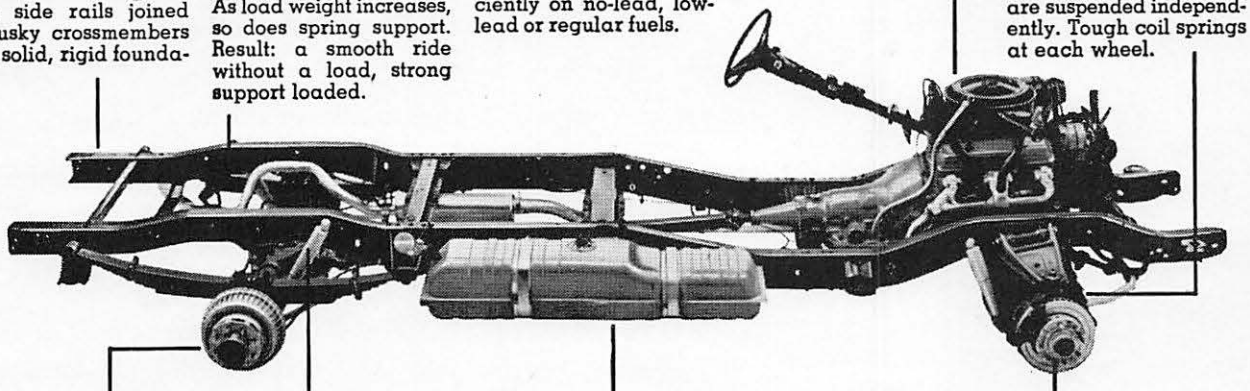

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OCTOBER, 1973

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In This Issue

President Chamberlain's Message 214

Fifty Five Senators Are Co-Sponsors Of Legislation For A January 7 Percent Retirement Annuity Increase 216

Federal Aid For Grade Crossings Available 217

Congress Moving Along On Legislation To Revamp Northeast Bankrupt Railroads 218

W. A. Radziewicz Appointed Grand Lodge Representative 219

Thirty-Ninth Signalmen's Convention Report, Continued 239

R. W. McKnight Appointed Editor Of Signalman's Journal 243

News From Canada 244

Obituary 246

1

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A Message From President C.J. Chamberlain

THE COMMUNICATION AND Signal Section of the AAR held its Thirteenth Annual Meeting at the Americana Hotel in New York City on October 1, 2 and 3.

The C&S Section is a fraternity comprised of Communication and Signal Officers from all railroads in the United States and Canada. At their annual meeting, policy is developed after committee action.

The meeting also allows the many railway suppliers to exhibit their latest equipment and most improved apparatus.

This year's meeting was well attended and the exhibits most impressive. The Chairman, Mr. J. J. Eash, invited me to address the annual meeting on the opening day program that included Mr. W. H. Moore, president, Penn Central Transportation Company, and the Honorable Charlotte Reid, commissioner, Federal Communications Commission.

Because of the importance our organization places on C&S Section of the AAR and because of the many matters of common interest to both our organization and the C&S Section, I felt my remarks to this group would be of interest to every member of our organization. The remarks were as follows:

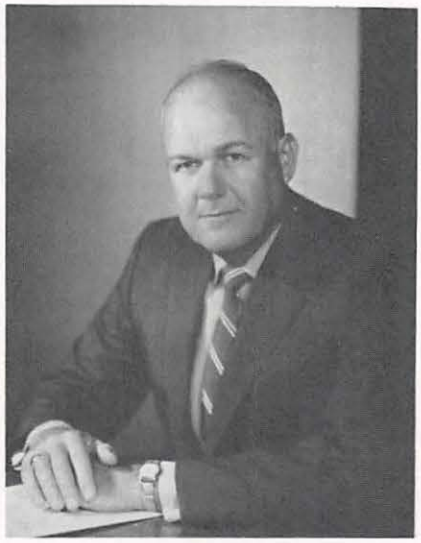
"Mr. Chairman, members of the Committee on Direction, distinguished visitors, members of the AAR Communication & Signal Section, it is indeed a privilege and pleasure to appear before you today.

In July of this year, our organization held its thirty-ninth regular convention in New Orleans and we were privileged to have your chairman, Mr. Eash, address our convention delegates. He did a most able job and his remarks were well received by our convention delegates.

Today, October 1, 1973, is the first day of my new term of office and I would like to think that I am off to a good start in being able to appear before such a distinguished group here today.

I am sure you are all aware of the sincere efforts being made by our labor-management committee of labor union presidents and railroad presidents to improve labor management relations in the railroad industry.

I am privileged to serve on that



committee and in my honest judgment we are making progress on a number of railroads in that direction.

I am not so naive as to think that we have reached Utopia, however, considering the level from which we started, I can say without fear of contradiction we are making progress.

In looking back at the events of the past several years, it is a wonder that our industry has been able to survive as strike crises have occurred too frequently, primarily because of a complete lack of negotiations and too many times the government has had to intervene and resolve disputes that should have been solved by labor and management.

In many cases the news media has painted a pretty black picture of railroad labor unions and for the most part have made us out as unreasonable culprits who are hellbent on destroying the railroad industry

with little or no concern for the public interest or our national economy.

Of course, nothing could be further from the truth as we in railroad labor want our industry to survive and prosper. If the industry prospers, we prosper, and this is as it should be.

I want you to note, if you haven't done so, that I have repeatedly referred to the railroad industry as *our* industry and by *our* industry I mean top management, middle management and rank and file employes.

Success in our industry as in any successful enterprise is contingent on cooperation of each level of its structure. To obtain that cooperation requires that there be proper and constant communication between all levels. It requires understanding and recognition of the important part each level plays in making a company a successful enterprise. It requires that they look at one another, not with jealousy or personal interest foremost in their minds, but with the view that the contribution each level is making in its own way is necessary and essential to the successful operation of the company.

Our industry cannot expect to survive and will not survive if we stay wedded to the way we have been doing things for the past decade.

As I stated previously, on the optimistic side, we do see some encouraging signs. Labor and management at the top national level through sincere collective bargaining, reached a national agreement without outside help on wages, pensions and fringe benefits. The agreement was reached prior to contract expiration date, which I believe is unprecedented in railroad labor-management negotiations.

In addition and certainly very important, labor and management jointly supported legislation which permits the carriers to seek, on an expedited basis, rate increases to offset increases in railroad retirement taxes effective on October 1, 1973, and January 1, 1974.

Labor and Management have been working practically full time during the past few weeks in an endeavor to jointly agree on job protection provisions in legislation which we are hopeful will be passed

this week to restructure the bankrupt railroads in the Northeast Corridor and make them a viable, profitable, system of railroads which are so necessary to our country's economy and welfare.

We all know that what happens in the Northeast affects the entire country and the entire railroad industry and that is why top representatives of railroad labor and the railroad industry have been working together to work out the problems and come up with an agreement that will be equally fair and equitable to affected railroad employes and the industry.

In compliance with the railroad retirement legislation enacted this year, which labor and management jointly supported, our committees are currently negotiating to resolve the remaining problems that exist within our railroad retirement system and I am confidently predicting that we will get the job done by April 1, 1974, the deadline set by Congress in the legislation enacted this year.

Such cooperative activities are powerful indications of what can be done by labor and management working together to help our industry and make it prosper.

On some railroads, task forces consisting of top rail and union officers are being formed to review the small operation of their railroad and are endeavoring to make the changes needed which will result in the capturing of new market opportunities and create more jobs.

Such changes for the better can only come about if in addition to cooperation, there is adequate communication between all levels of a company from the top to the bottom. You may ask what I mean by adequate communication. It simply means that it must be detailed sufficiently to clearly show the degree of change that is contemplated by the company. It must convey to all levels of the company's structure, in addition to external audiences, and the general public in particular, what changes are being made for the better.

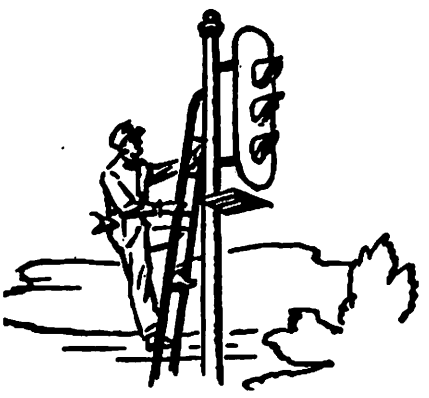
Employes must have confidence in their superior officers. They must be shown that judgment, integrity and leadership capabilities are reflected in any changes being made. They must be made to feel that they are playing a most important part in these changes and encouraged to freely submit their ideas, views and opinions on a company's operation and how it can be improved.

First and foremost, keep in mind that those of us in the signal and communication field provide a service and contribution to the railroad industry that ranks second to none in importance. If it were not for modern, sophisticated signal and communication systems, the industry could not begin to compete with other modes of transportation. The old adage that "signaling does not cost, it pays" still applies and while I am not fronting for the supply industry, top railroad management would not be making the expenditure for signal installation if this were not true.

I think that all of us in the signal and communication field, both management and labor, have been lax throughout the years in not blowing our horn, as too often we find that we are more or less taken for granted by top management, simply because we go about our job in a quiet manner and get it done, often times in the face of what appear to be insurmountable odds.

So much for our general approach to our industry problems, let's look at how our ideas can be practically applied to the important part each of us at this meeting play in the operation of a railroad.

I believe that there should be more communication and dialogue between the signal and communication department heads, field employes and union representatives on proposed changes in signaling systems. In many cases, confrontation before governmental agencies could be avoided by discussions between the parties. In the area of needed revisions in RS&I rules, discussions should be held between respective committees of the signal officials, labor representatives and the supply industry, as they provide the only real source of expertise in this area. Working together, I am sure we can come up with rules and regulations that would be applicable to today's modern, complex, sophisticated signal systems. With the emphasis that is being placed on the installation of automatic crossing protective devices by federal and state agencies and the important role automatic crossing protective devices play in preventing costly accidents, loss of lives of both the motoring public and railroad employes, it is essential that regulations be drafted to insure proper maintenance standards. Again, our respective groups can work together to attain that important necessary objective.



With respect to training programs for signal employes, we have made some progress and can point with pride to a few carriers where adequate training programs have been negotiated and implemented with satisfactory results. However, carriers with adequate training programs constitute a small minority as there are still many who for some reason or other have not made any meaningful endeavors toward training, despite the fact that there is a shortage of skilled signal people on most carriers.

While the foregoing items are but a few of the more important areas where we can cooperate and align our forces for the mutual benefit of the railroad industry, our members and the public, there are numerous other areas where much more can be accomplished just by having adequate communication and a mutual desire to satisfactorily work out any problems that may arise.

Before closing, I would be remiss in my duty and responsibility that goes with my position as President of the Brotherhood of Railroad Signalmen if I did not mention our position with respect to jurisdiction of signal and communication work accruing to our organization under the Scope rules of our agreements on most all carriers in the United States and Canada.

To quote a famous person who is in the headlines daily, "I want to make one thing perfectly clear." The Brotherhood of Railroad Signalmen jealously guards the right to all signal and communication work that flows to us by Scope rules, practice or tradition. We will not permit anyone to chisel away at work which accrues to us and we will fight to the bitter end to preserve it for members of our craft. We are a highly skilled craft railroad labor union whose member-

(Cont'd. on page 216)

President Chamberlain's Message

(Cont'd. from page 215)

ship, jurisdiction and interests are confined to work in the railroad industry. We insist in retaining that jurisdiction and will retain it.

Nothing could be more chaotic to the railroad industry than to erroneously think that we will condone chiseling on our negotiated agreements. We insist on maintenance of the integrity of our agreements and as long as that is understood by all concerned, they can look forward to an atmosphere of cooperation and assistance from the Brotherhood of Railroad Signalmen.

We will sit down and endeavor to satisfactorily work out problems with extenuating circumstances that confront carriers from time to time and there are some in this meeting who can vouch that this has been done. However, unilateral action on the part of any carrier without agreement or written understanding can only lead to trouble and this we want to avoid as it can only be detrimental to the industry.

In closing, let me say that I consider it a distinct honor and privilege to be invited to appear before you this morning. I look forward to an era of improved dialogue and communication between not only our union but all railroad labor and railroad management. There is no limit to what we can achieve by a cooperative approach on matters of mutual interest to our industry.

We do not advocate abdication of top management's responsibility to lead and direct. The ultimate major decision making should and must be with you. However, in making those decisions remember that human values, compassionate consideration for one's employes, his needs and the frequent recognition by top management of the contribution each employe at any level makes to his company are essential ingredients to a successful and profitable operation.

We believe that the overall atmosphere of a successful company regardless of its size, must convey to each employe that he is a valued part of something great and not just a number that can be wiped out with a stroke of the pen or the issuance of an executive order.

Thanks again for inviting me and on behalf of our members we want to wish you a productive meeting as you plan for the future of the number one industry in the United States and Canada.

Fifty Five Senators Are Co-Sponsors Of Legislation For A January 7 Percent Retirement Annuity Catch-Up Boost

FIFTY-FIVE SENATORS ARE ENROLLED AS CO-SPONSORS OF a bill to provide a catch-up 7 percent Social Security increase effective next January 1.

The Senate lineup on the legislation—S.2397—introduced by Senator Frank Church (D., Idaho), chairman of the Senate Special Committee on Aging, was disclosed in a message to the senior citizens' organization.

The message urges retirees to ask Senators from their States to support S.2397. So far the bill's cosponsors include 44 Democrats and 11 Republicans. It is expected the Church bill will attract at least 67 supporters making it veto proof in the Senate.

Without early Congressional action, the elderly must wait until next July for a 5.9 percent Social Security increase voted by Congress earlier this year, and would force a great many elderly now on the borderline of poverty into deepening insecurity and despair.

The ideal course would be an immediate increase of 5.9 percent as Senator Hubert Humphrey and 57 other Senators voted last September 11.

The Senate 58-31 vote to accomplish this was for a legislative rider to a U.S. Civil Service retirement bill—a bill that is unlikely to persuade the President to change his mind about approving a catch-up Social Security increase payable before next July.

It was reported that it is very doubtful that the President now on his own motion would agree to make a catch-up Social Security increase payable sooner. It is going to take strong medicine—such as attaching the increase to debt ceiling legislation—to get the President to approve an earlier catch-up Social Security increase. This time sponsors of the legislation are hoping to attract sufficient support for the bill in the House to keep the Church bill attached to the virtually veto proof debt ceiling legislation.

Debt ceiling legislation expires November 30 and is expected to come before Congress shortly.

The reason Congress voted to delay the 5.9 percent increase until next mid-year was the President's threat to disapprove the increase if it meant adding to the current Federal budget—even though the financing of the new Social Security boost is actuarily sound according to provisions built into the system when the cost-of-living increase was first approved in 1972.

Social Security trust funds may be spent for Social Security purposes only but they are included in the Federal consolidated budget—a kind of window dressing because these trust funds have no real impact on the Federal operating budget.

Recent legislation allows for same dollar amount increases in Railroad Retirement annuities as enacted for Social Security.

Of the many remedies that won't cure a cold, whiskey is by far the most popular.

A few years ago, girls blushed if they were embarrassed. Today, they're embarrassed if they blush.

NOTICE

TO ALL LOCAL LODGE OFFICERS, MEMBERS AND RETIRED BROTHERS, WRITING OR CONTACTING OFFICERS ASSIGNED TO GRAND LODGE HEADQUARTERS—WE HAVE MOVED TO OUR NEW HEADQUARTERS.

OUR NEW ADDRESS IS:

BROTHERHOOD OF RAILROAD SIGNALMEN
601 WEST GOLF ROAD
MOUNT PROSPECT, ILLINOIS 60056

OUR TELEPHONE NUMBER IS (312) 439-3732.

Federal Aid For Grade Crossings Available

THE LONG-AWAITED, much-debated bill (S.502), which includes federal funds for protection devices at railroad-highway grade crossings was finally passed by the Congress and signed by President Nixon. Of prime interest to signalmen is the passage of Title II, Section 201, known as the Highway Safety Act of 1973. Here, funds are authorized for the elimination of hazards of railway-highway crossings, at least half of which must be expended on protective devices.

Survey, then funds. Specifically, Section 203 states: "(a) Each state shall conduct and systematically maintain a survey of all highways to identify those railroad crossings which may require separation, relocation or protective devices, and establish and implement a schedule of projects for this purpose. At a minimum, such a schedule shall provide signs for all railroad-highway crossings.

"(b) In addition to funds which may be otherwise available to carry out section 130 of title 23 United States Code, there is authorized to be appropriated out of the Highway Trust Fund for projects for the elimination of hazards of railway-highway crossings $25 million for the fiscal year ending June 30, 1974, $75 million for the fiscal year ending June 30, 1975, and $75 million for the fiscal year ending June 30, 1976. At least half of the funds authorized and expended under this section shall be available for the installation of protective devices at railway-highway crossings. Such sums shall be available for obligation in the same manner, and to the same extent as if such funds were apportioned under this chapter.

"(c) Funds authorized by this section shall be available solely for expenditure for projects on any Federal-aid system (other than the Interstate System).

"(d) 50% of the funds made available in accordance with subsection (c) shall be apportioned to the States in the same manner as sums authorized to be apportioned under subsection (a) (1) of section 104 of the Federal-Aid Highway Act of 1973 and 50% of the funds made available in accordance with subsection (c) shall be apportioned to the States in the same manner as sums authorized to be appropriated under subsection (a) (2) of section 104 of the Federal-Aid Highway Act of 1973. The Federal share payable on account of any such project shall be 90% of the cost thereof."

Progress reports. "(e) Each state shall report to the Secretary of Transportation not later than September 30, 1974, and not later than September 30 of each year thereafter, on the progress being made to implement the railroad-highway crossings program authorized by this section and the effectiveness of such improvements. Each state report shall contain an assessment of the costs of the various treatments employed and subsequent accident experience at improved locations. The Secretary of Transportation shall submit a report to the Congress not later than January 1, 1975, and not later than January 1, of each year thereafter, on the progress being made by the states in implementing projects to improve railroad-highway crossings. The report shall include, but not be limited to, the number of projects undertaken, their distribution by cost range, road system, nature of treatment, and subsequent accident experience at improved locations. In addition, the Secretary's report shall analyze and evaluate each state program, identify any state found not to be in compliance with the schedule of improvements required by subsection (a), and include recommendation for future implementation of the railroad-highway crossings program.

"(f) Funds authorized by this section may be used to provide local government with funds to be used on a matching basis when state funds are available which may only be spent when local government produces matching funds for the improvement of railroad crossings."

Trust fund money. References to funding are covered in Title I also passed, which is Section 101, known as the Federal-Aid Highway Act of 1973. Money for this highway crossings program will come from the Highway Trust Fund as follows:

"Section 104. (a) For the purpose of carrying out the provisions of title 23. United States Code, the following sums are hereby authorized to be appropriated:

"(1) For the Federal-aid primary system in rural areas, out of the Highway Trust Fund, $680 million for the fiscal year ending June 30, 1974, $700 million for the fiscal year ending June 30, 1975, and $700 million for the fiscal year ending June 30, 1976. For the Federal-aid secondary system in rural areas, out of the Highway Trust Fund, $390 million for the fiscal year ending June 30, 1974, $400 million for the fiscal year ending June 30, 1975, and $400 million for the fiscal year ending June 30, 1976.

"(2) For the Federal-aid urban system, out of the Highway Trust Fund, $780 million for the fiscal year ending June 30, 1974, $800 million for the fiscal year ending June 30, 1975, and $800 million for the fiscal year ending June 30, 1976. For the extensions of the Federal-aid primary and secondary systems in urban areas, out of the Highway Trust Fund, $290 million for the fiscal year ending June 30, 1974, $300 million for the fiscal year ending June 30, 1975, and $300 million for the fiscal year ending June 30, 1976."

Also of interest is that under the amended definition of the term "construction" as used in this Federal-Aid Highway Act, includes "elimination of hazards of railway grade crossings."

Protective devices. The actual amount of funds available for protective devices at railway-highway grade crossings breaks down as follows (based upon the figure of $25,000 per crossing):

500 grade crossings could be equipped with protective devices by June 30, 1974.

1,500 rail-highway grade crossings could be protected with flashing-light signals with or without automatic gates in each of the fiscal years ending June 30, 1975 and 1976.

It should be pointed out that this is additional to present funding of grade crossing protective device programs. Thus the present rate of crossings receiving protective devices could jump from the 1,500 a year level to double that by 1975.

In any case, it is heartening news for the public, the railroads, signalmen and manufacturers of highway-railroad grade crossing protective devices and controls.

Congress Moving Along On Legislation To Revamp Northeast Bankrupt Railroads

THE HOUSE TRANSPORTATION AND AERONAUTICS SUBCOMmittee recently reported out the Northeast Reorganization Bill to the full Interstate and Foreign Commerce Committee.

The Bill H.R. 9142 introduced by Rep. R. Shoup (R-Mont.) now seems to be a product of bipartisan efforts with assistance of Rep. Brock Adams (D-Wash.).

Under the pending legislation the court having jurisdiction over each railroad in reorganization would advise the non-profit Federal National Railway Association (FNRA), or (Fannie Rae) within 60 days whether or not the railroads could successfully undergo an income-based reorganization. If reorganization was possible, transfer of properties to the Northeast Rail Corporation (NERC) would be consensual. Conveyance would be mandatory for railroads that could not be reorganized.

Network planning would begin with a report from the Secretary of Transportation to a newly created office within the ICC, the Northeast Rail Services Planning Office, which would hold public hearings. The NRS would then submit a report to the ICC and the full Commission would make a final report to FNRA.

Fannie Rae would submit a detailed report on a final system and recommendations, after further hearings, to Congress. Barring judicial appeals Congress would receive the plan about 15 months after the law was enacted. Rejection by one House would send the plan back to Fannie Rae for revision.

Funding for the new network begins with $31 million in planning money; $26 million for FNRA, $4.5 million for DOT, and $500,000 for the ICC. Once underway, Fannie Rae could sell up to $2 billion worth of government guaranteed bonds, loaning the money thus raised to NERC to supplenent the common stock to be exchanged for property purchased from railroads and for rehabilitating these properties. Eighty-five million dollars in interim funding is also on tap, to enable cash-stricken bankrupt carriers to continue operations until the system can be implemented.

Labor protective arrangements were drafted by a joint committee of RLEA and CRU representatives working with Attorney William G. Mahoney. After the Title was approved by the chief executives of all railway labor organizations it was submitted to the carrier management with the intent to seek their support.

Railroad management reported many carriers would support this proposed Title VIII if it were amended in certain ways. Several meetings were held before a final Title VIII covering all employe protection could be agreed upon.

At all labor conferences between the RLEA and the CRU a representative of the BRS was in attendance. The same was true of all labor-management meetings that followed.

Title VIII defines who the "Protected Employes" will be under the law. Provides that the new Corporation and the Association (FNRA) shall be subject to the railway labor laws, and the Corporation, in addition, is subject to all Federal and State laws, applicable to carriers by railroad.

The Corporation is given the right to assign and allocate work throughout its system provided it does not remove work from the collective bargaining agreements and does not infringe on the rights of employes at the points to which work is assigned.

Until new agreements are executed, the existing collective bargaining agreements shall apply on properties where they presently apply. Employes will have prior seniority rights on their present lines and facilities. Implementing agreements must be negotiated covering the identification of employes to be hired and procedures by which the employes will elect employment and be assigned positions. Such agreements will also cover determination of seniority rights and adjustment of rates for comparable positions.

Within 60 days after conveyance, negotiations must begin on new collective bargaining agreements.

Protected employes deprived of employment or adversely affected on compensation would get monthly allowances based on their former earnings.

For those with over five years of service, the allowances would continue until the employe reaches age 65, or until death, retirement, resignation, or dismissal for cause, intervenes. For employes with less than five years of service, the allowance continues for a period equal to their total prior service.

Protected employes deprived of employment may be transferred to bona-fide vacancies for which they are qualified in their craft seniority rights and collective bargaining provisions.

Those who decline transfers of employment in excess of 30 miles from their present residence would be allowed severance pay or voluntary furlough. Those employes who quit and elect to receive severance pay will be compensated on a formula in effect in the railroad industry since 1936.

Employes who are required to change their residences are afforded reimbursement of their moving expenses and for losses on sales of homes.

(Cont'd. on next page)

LAND SALES BOOM
Let the buyer beware

LAND SALES ARE BOOMING and so are consumer complaints about the companies doing the selling. Since the Federal Government got into the business of regulating interstate land sales back in 1969, it has received some 5000 complaints covering a wide range of abuses. Despite scant public knowledge of the existence of a Federal land-sales agency, the flow of complaints against land development companies has swelled to 50 a week.

The complaints come from consumers who have bought undeveloped land for vacation homes, for retirement living, or simply for speculation. Typically, the operation that has enticed them into purchasing works like this. The promoter buys —often with little money down—a large section of raw, undeveloped land at a very low price, perhaps in Florida, the Southwest or, more recently, in potential recreation areas near large urban centers. The land is then plotted into acre or residential-sized lots. Perhaps the promoter puts in a road or two and a few buildings.

A team of master salesmen then goes to work selling the land, or installment contracts to buy the land, as quickly as possible and at prices many times over the developer's purchase price. The skill of this special breed of salesmen is illustrated by the fact they have been able to sell totally undeveloped land in Florida at about $4000 an acre when much of the property is under water during rainy seasons; costs for draining the land and building and maintaining roads are the obligation of the buyer.

The come-ons of the salesmen typically include free motel dinners, free plane flights to Florida or the Southwest, or a wide variety of gifts for "just visiting" the development.

The result is that many consumers buy promotional land on impulse at sales dinners or other presentations where the pitchmen whip up excitement over the prospect of high profits buyers will make. Later many buyers find, to their regret, that the salesman's glowing prediction of rapidly rising land prices simply doesn't materialize.

In a story earlier this year, The Wall Street Journal quoted a salesman for GAC Corporation's River Ranch Shores development in Florida as predicting that the property is "sure to go up 20 per cent a year." In addition to its being against Florida law for salesmen to predict precise increases in value, the Journal noted that a 20 percent increase is a long way from what has happened to prices in some other Florida developments.

"GAC's own study," the Journal said, "shows that sales prices on land at its Cape Coral development have risen only around 10 percent in 10 years. Some local real estate dealers paint an even bleaker picture. One says that some Cape Coral lots for which buyers paid $3180 in 1960, 12 years ago, won't fetch $2400 now. And if you bought a Cape Coral lot now at the asking price and sold a year from now, he contends, 'you'd lose your shirt.' "

Horizon Corporation, another of the nation's largest land promoters, is selling land in its development 20 miles south of Albuquerque, N.M., at a minimum markup of 22 times the price it paid for 46,800 acres of semi-arid ranch land back in 1968.

Tucson real estate dealer William B. Franklin, who is chairman of a group called "Citizens for the Preservation of Santa Cruz County," questions whether investors in Arizona promotional land developments are making a wise choice. In a series of articles on land sales in the Troy (Ohio) Daily News, Franklin gave this assessment of GAC Corp.'s Rio Rico development: "Rio Rico is terribly overpriced. You can buy a choice one-acre lot in the Catalina Foothills of Tucson, where I live, for $7500 right now. That price includes paved streets, power and water. At Rio Rico you pay $4000 or $5000 [for less than an acre] and it may be 10 years before utilities are brought to your property."

How should you evaluate an investment in land? Roy P. Drachman, an experienced Tucson real estate dealer and president of the research-oriented Urban Land Institute, estimates that money invested in unimproved land must *double* in approximately five years *just* to meet the carrying costs. These costs include such items as rate of interest used to buy the land, real estate taxes, care-taking (trips to inspect the property, for example), insurance and inflation. Any profits to be realized must be *in addition* to these carrying costs. Drachman added that his estimate does not include selling costs such as a broker's commission, lawyers' fees and capital gains taxes.

Furthermore, vacant land produces no current returns and the investor is giving up his chances for dividends and capital gains on other possible investments, or the interest on an equal amount put into savings. Money in insured bank savings at six percent compounded annually, for example, will double in 12 years, with no risk.

Aside from the doubtful value of such investments, what are some of the specific problems and pitfalls consumers are discovering in buying land? Federal officials charged with the duty of overseeing interstate land sales report that, in addition to objections over misrepresentations about how much property will increase in value or the improvements that will be made on it, complaints fall into these categories:

Property Report. Federal law requires that the developer furnish the potential buyer with a factual report on the property. The report, in question and answer form, covers important facts buyers should know about the land and includes such information as: name and location of developer and subdivision; effective date of the report; road distances to nearby communities; financial terms and refund policies, if any; mortgages and liens; protection, if any, afforded the buyer in case of financial default of the developer; leasing arrangements; taxes and special assessments to be paid by the buyer; escrow and title arrangements, plus any restrictions, easements, covenants and their effect on the buyer; recreational facilities available and expected dates of completion of proposed ones; availability or lack of utilities and services such as trash collection, sewers, water supply; any need for drainage and fill before the land can be used for building; presence of schools, medical facilities, shopping and transportation or proposed dates of availability of such services; number of homes now oc-

Land sales: Let the buyer beware

cupied; accessibility of lots by roads.

But officials say sellers frequently fail to provide a copy to the buyer or an opportunity for the buyer to read it carefully and understand it. And even when a report is provided it may not reveal the facts that "lake access," for example, does not mean lake shore property, that roads may turn into mud holes too steep and narrow for fire trucks or school buses to maneuver, that planned canals for sailing boats right up to property lines may contain only a foot of water at high tide.

Refund policies. Here the problems are misrepresentation of the refund policy by company personnel, failure to provide refunds when requested, and misunderstandings by the buyer of what he must do to obtain the refund. One typical example is the provision that a buyer must travel to the property site—at his expense—in order to obtain the refund.

Bait and switch. Officials say complaints in this category fall into two types: "on the spot" in which salesmen tell the buyer that the advertised lot has been sold and then attempt to switch him to a more expensive parcel, and "delayed bait and switch," when the buyer visits the property for the first time months or years after the initial sale and discovers that it is under water, inaccessible or not what he was led to believe. The company then attempts to "placate" the buyer by selling him (or "switching" him to) a better, higher-priced lot. The company credits the consumer with only the equity he has built up (not total payments) in the first lot toward purchase of the higher-priced one.

Ownership rights. These relate to the consumer's discovering that he doesn't "own" the land subject to a typical home mortgage. Unless he paid the full asking price at the time of the sale, the consumer has precious few legal rights to the land.

Chances are he does not have a deed at all, but merely an agreement with the company to furnish a deed years later after he pays off an installment sales contract for the lot. Should he fail to make any payment on the contract—for any reason—the company can declare him in default, take back the property and keep all the money the consumer has paid.

What protection do buyers have?

In an attempt to provide consumers with some protection against these and other abuses in land sales, Congress in 1968 passed the Interstate Land Sales Disclosure Act, which became effective April 28, 1969. Administration of the law is in the hands of the Office of Interstate Land Sales Registration (OILSR), part of the Department of Housing and Urban Development.

The agency can require disclosure of important facts about land developments and suspend any company from engaging in interstate sales. It can also ask the Justice Department to bring criminal charges against violators of provisions of the Act, which provides for fines up to $5000 and jail sentences of up to five years.

The Act also requires that owners of developments involving 50 or more unimproved lots for sale in interstate commerce register with OILSR, and that each buyer be given a detailed, written property report, described earlier. If the seller fails to furnish such a report, the buyer can cancel the deal at any time and have his money refunded. If a seller furnishes a property report to the buyer less than 48 hours before signing the contract, the buyer has 48 hours in which to cancel and get a refund.

If a seller fails to comply with any provision of the Act, or has committed fraud, the buyer may sue for damages up to the purchase price of the lot, plus any improvements and reasonable court costs.

The law has many sound consumer protection provisions and sufficient teeth for enforcement. Why, then, are there continuing abuses and a rapidly growing number of complaints?

The answer appears to be a familiar one for consumers; it takes more than a good law to solve the problem—it requires strong enforcement. During its first years, OILSR was buried under layers of officialdom in HUD.

For nearly three years the office was administered by subordinates reporting to Eugene Gulledge, an assistant secretary of HUD and Commissioner of the Federal Housing Administration. Gulledge, a former construction executive from Greensboro, N.C., was president of the National Association of Home Builders when he went to HUD in 1969. Gulledge's first administrator of OILSR, Alfred J. Lehtonen, resigned last year to join Horizon Land Corp.

As of May 31, 1972, the office had obtained only four indictments, all involving relatively small operators, and only one conviction also of a small development. Sales at only 18 locations had been suspended by OILSR for any reason.

Testimony as to the agency's lack of regard for consumer complaints was documented at hearings in Washington on May 31 and June 1, 1972, when witnesses told of waiting for as long as two years without getting any substantive response. Others said they had encountered outright hostility.

But more recently there have been some hopeful signs that the agency may be acquiring a stronger sense of responsibility. On March 1, HUD Secretary George Romney shifted OILSR to his direct control and appointed a new administrator, George K. Bernstein, to run it. Bernstein has announced a "get tough" policy, including a series of public hearings throughout the country at which consumers can report their experiences with—and complaints about — promotional land sales (see box at left, below).

Whether or not the agency's new energy will lead to long-range correction of land sales abuses or is merely election-year rhetoric remains to be seen.

Meanwhile, consumers should not be lulled into any sense of security about buying undeveloped promotional land simply because of the existence of Federal and state regulatory laws and agencies. Thirty-five states now have some requirements for registering land sales, but there is little actual supervision of land developments in most states. The OILSR staff itself numbers only about 50, and when Bernstein took over the office there were only two investigators. He has increased the force to 10, which still seems hardly adequate to investigate some 50 complaints a week.

Despite attempts at consumer protection, sharp salesmen have been known to turn the requirement

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for government registration around to their favor by telling consumers that their development "has been approved by the Government," which is never the case.

At the outset, those who are determined to buy promotional land should write to OILSR (Dept. of Housing & Urban Development, Washington, D.C., 20411) and ask if the company selling the land is registered.

One should, of course, never buy without seeing the land. But even this good advice can be misleading, for just looking at a chunk of undeveloped desert, swamp, or woodland tells the buyer nothing about possible legal encumbrances on the title, or easements or rights of way that may run across the land and impair its use as a homesite or for commercial development. Nor does on-site inspection reveal its potential for resale at a profit.

Since most promotional land is sold on installment contract over a period of years, just seeing the land doesn't explain anything about second mortgages, mechanic's liens, or tax liens, all of which take precedence over your claims to the land if the developer runs into financial problems, which government officials say is not at all unusual. And, if the promoter declares bankruptcy, it could be years before buyers could recoup their loses, if there's any money left.

In short, there are many compelling reasons why consumers should pass up the "free" dinner and vacation offers from the promotional land development companies. A far more rational approach to buying retirement, vacation or investment land is to visit the area, talk with a number of real estate brokers and sign nothing until you are fully convinced that you have a sound investment which has been thoroughly reviewed by your own lawyer.

Land sales contracts may give sellers many advantages

Many land sales contracts give the seller advantages rarely explained by salesmen, and the consumer precious few rights. For example, we reviewed a promotional land sales contract that a Florida company used in selling a Yonkers, N.Y., widow one acre of undeveloped land near Palm Beach. The widow said she did not see—and has never seen—the property since she signed the papers for it in 1969.

She did not remember having read the property report, which was included in a large kit of company promotional materials and she was unaware that the report indicated the land would have to be drained before it would be usable. She bought the land on the advice of her brother-in-law who had bought three acres and said it "looked like a good deal." She signed a contract to pay $3,890 for the acre and paid $1,000 down, leaving a balance of $2,890 to be paid in $36 monthly installments. She did not know how many installments there were. She also said that, since the company did not send her any annual statements, she had no idea how much interest she was paying. She thought that she did not have to pay any real estate tax on the land. She was also equally unaware of any of a number of provisions contained in small print on the back of the contract.

For example, she thought she had a deed to the property, but the official-looking document she received from the company is only an "Agreement for Deed," in reality an installment sales contract. If she misses one payment—for any reason—the company can declare the contract in default, take back the lot and keep all the money she has paid to date. She is not even permitted to sell her interest in the lot unless the company approves the sale and all of its terms and conditions.

Although the property report spells out a detailed company policy which provides for refunds under certain conditions, the contract—which is the sole controlling legal instrument—contains this clause: "There are no refund privileges under this contract."

She has absolutely no rights to any oil or minerals that might be discovered on the property.

The company will put in graded —not paved—roads and arrange for drainage, but she will be assessed for these improvements. The contract includes estimates of $220 an acre for drainage, but the company is not bound by that figure, which could be considerably higher.

She has absolutely no rights of possession in the property until delivery of the deed. And before she can obtain the deed, she must pay the company for all the taxes it has paid on the lot over the length of the contract, plus interest at 6 percent. Before she gets her deed she will also be required to pay off any levies and property assessments which may have been paid by the company during the term of the contract, plus interest. The contract is written in such a way as to make all these sums—taxes, assessments, levies and interest—payable as a final payment before the contract is satisfied. So, instead of a final payment of $36, she may face a "balloon" payment of several hundred dollars that, if not paid on time, could result in default and forfeiture of all the money she has paid during the life of the contract.

Vacations are important

VACATIONS ARE A REWARD for the past year's work. Doubtless you have been looking forward to yours for some time. What are you going to do, and what do you hope it will do for you?

Don't worry because you haven't been given the choicest time. You'll at least have some days away from the job. After all, that's the one benefit upon which all agree. Freedom from the time clock, not having to get up early, or rush through traffic, offer great relief. With the pressure off, you can begin to relax the first day. A change from the usual routine is the most valuable benefit you can expect.

Different needs

To be sure, we are all different. We tick along from day to day in our own peculiar way, depending upon our age and family situation. A good vacation to some is activity, seeing new places and doing unusual things. To others, it's peaceful relaxation at the lake or seashore or in the country—just getting away from it all, and being out of doors as much as possible.

The unattached young person craves excitement and adventure. Sleep and relaxation are unimportant. It's when the midyears are upon us that it is sometimes surprisingly pleasant. Camping out in some of our state or national parks has its advantages. Look up some possibilities. Getting close to nature, as in a simple tramp through the woods or fields, can be enjoyable.

Restful change

The best vacation I ever had was camping beside a beautiful lake, living in a 10 x 12 foot tent, cooking over a camp fire, early to bed and early to rise, with an occasional afternoon nap, plenty of swimming, some fishing, canoeing, tramping through the woods, reading, sometimes just sitting and watching the clouds float by. The tranquility that comes from living out of doors that way can be genuinely satisfying. I never had so much stored-up energy, as after that vacation.

The hardest problem to solve on a vacation is relieving mother of some of her usual chores. Living simply in a cottage or a tent, with everyone doing his or her share, is one answer. A well-organized schedule, with proper equipment, and cooperation by everybody can make it really worthwhile, but it takes careful planning.

Part of the fun of such recreation is the anticipation in planning. There are numerous books and pamphlets on the subject. Let the librarian help you. Local or state departments for recreation and vacations can help you. Ask questions and get some help. Such a vacation, properly planned, can be a real investment in family health and happiness.

The human body cannot operate at full efficiency without such rest. Doctors have long recognized that many illnesses of the body and mind are often cured by rest from regular, everyday activity. Such a change in routine helps restore fatigued bodies, minds and spirits.

Flextime Corporation Introduces Flexible Working Hours To U.S.

"FLEXTIME," THE FLEXible working hours plan that has revolutionized working conditions for more than a million Europeans, was introduced formally to the United States recently.

The announcement of entry into the U.S. market was made by Flextime Corporation, the American subsidiary of Hengstler KG, the German company which pioneered the concept. Representatives of both the U.S. and European firms discussed the history of the flexible hours innovation and reported on the first American pilot projects—some of which have been in progress for more than three months.

Introduced seven years ago in Germany where it is called "Gleitzeit" (gliding-time), the idea has swept through most countries of Europe. More than 5,000 industrial, commercial and governmental organizations are now using it.

The idea is simplicity itself. It permits employes to select their own starting and quitting times within a broad "band-width" of available working hours. The only fixed hours when all personnel must be on the job is a central "core time" period established during the peak load span.

Bernhard Keppler, president of the newly-founded Flextime Corporation of America, stated:

"We have delayed launching a marketing program until we completed a series of representative pilot projects in this country. We wanted to be assured that the Flextime concept was as applicable to American workers and working conditions as it has been to European operations. Now, we are happy to report that Flextime has been as enthusiastically and successfully received here as abroad."

Representatives of two of the first United States companies to experiment with Flextime gave testimonials to the success of Flextime in their businesses. The initial two pilot projects were Industrial National Bank of Providence, R.I., the fourth largest bank in New England, and the Alexander Hamilton Institute, New York, publishers of business and management information.

John Andrews, manager of personnel of Industrial National Bank, reported the Flextime test in the loan department was so satisfactory that half-way through the experimental period the department adopted the program on a permanent basis.

"Our motivation differed from companies faced with major traffic and congestion problems that handicapped employes getting to and from work," Andrews said. "We were primarily interested in building employe morale and individual responsibility as a contribution to productivity. We selected a department that had four distinct divisions with widely varying work requirements in order to see how flexible working hours would function under different circumstances.

"We were pleased to find that Flextime enhanced working conditions for employes and sustained or improved output," he added. "We also discovered side benefits through better internal communication and development of a greater sense of individual responsibility on the part of personnel. In effect, we gained a form of 'participative management' by giving employes a greater measure of control over their job hours and encouraging a team approach to solving problems of work coverage throughout the expanded work day."

Andrews said that Flextime is being introduced into another department of the bank as a result of the test.

Joseph R. Cook of Alexander Hamilton Institute said his firm's employes had experienced rush-hour and commuter problems on the traditional 8:45 a.m. to 4:30 p.m. schedule. In order to permit greater flexibility, office hours were expanded from 8:00 a.m. to 6:00 p.m.

Congress Moving Along On Legislation To Revamp Northeast Bankrupt Railroads

(Cont'd. from preceeding page)

Contracting out of work may not be increased from what it had been previously on the railroads in reorganization.

Arbitration is provided for in any disputes or controversies regarding the interpretation, application, or enforcement of the provisions of the Title.

Acquiring railroads must offer employment and afford protection to employes of railroads from which they acquire properties or facilities. They shall also afford such protection to their own employes affected by such acquisitions, as agreed upon between the acquiring railroad and the representatives of the employes, prior to the acquisition.

All allowances, expenses, and costs provided for in Title VIII shall be paid to the employe by the Corporation, Association or acquiring railroad, who will then be reimbursed by the Railroad Retirement Board from a separate account maintained in the U.S. Treasury. In effect the government would absorb the benefits as "social cost."

Pressure for action by Congress is mounting as the deadline nears for a Penn Central decision. Hearings are scheduled to determine whether to permit the bankrupt railroad to begin shutting down service.

The Nixon Administration has compromised on several points contained in the Shoup Bill and has shown a willingness to accept, with some modifications, major financing and other provisions it had opposed in a number of bills currently in the Capitol Hill hopper.

The major hangup at this writing seemed to be the bill's provision for mandatory acquisition of the property of the Penn Central and the five other Northeast lines for use by the new Corporation. The administration contends this would assure a higher price than if the takeover is accomplished through negotiations by the envisioned FNRA.

The Signalmen and all railway labor support H.R. 9142 and urge every member and their families to write to their Congressmen and Senators seeking enactment of this bill.

W. A. Radziewicz Appointed Grand Lodge Representative

W. A. RADZIEWICZ, A MEMber of Local 88, was appointed to the position of Grand Lodge Representative effective October 15, 1973.

C. J. Chamberlain, president of the Brotherhood of Railroad Signalmen, announced the appointment following a two day meeting of the Grand Executive Council on October 4 and 5.

Brother Radziewicz, a native of New York City, presently makes his home in Belleville, New Jersey and was employed by the Erie Lackawanna Railway Company at the time of his appointment. His new assignment is at Grand Lodge Headquarters where his principal duties will be preparing submissions for the National Railroad Adjustment Board.

He had served as Local Chairman of Local 68 prior to the merging of Locals 45 and 68 into the newly chartered Local 88. He held this position for seven years and had also served Local 68 as Recording Secretary prior to that.

Born in New York City on November 8, 1934, he attended New York Public Schools. He entered the service in 1952 at the age of eighteen and served with the 22nd Infantry Regiment, 4th Division, in Germany. Brother Radziewicz reached the rank of sergeant and was honorably discharged in February 1955 after serving three years.

Brother William A. Radziewicz, a member of Local 88, is the latest member to join the Grand Lodge Staff.

Brother Bill then attended Rhodes Prep School, Manhattan, N.Y., before going to work on the Delaware, Lackawanna and Western Railroad. His first job on the DL&W was a freight handler on Pier 41. He joined the DL&W Signal Department on January 31, 1956 and advanced very swiftly through the ranks of assistant signal maintainer, in 1956, and was promoted to a maintainer position on May 25, 1961. He covered all positions up to and including leading signal maintainer. At the time of his appointment, Brother Bill was working as relief maintainer, West End Interlocking, Jersey City, N.J.

He joined Local 68 right after going to work on the DL&W and soon became active in local affairs. Bill reports he had the pleasure of serving under former General Chairman John Hogan of the DL&W and Billy Wilson of the EL. He represented his local as a delegate to the last three Signalmen's conventions.

Brother Radziewicz is a member of B.P.O.E. No. 1123, Belleville, N.J., and K. of C. No. 3428, North Arlington, N.J. He is past Exalted Ruler of the B.P.O.E. having served that office during 1968-1969.

In 1961 Brother Radziewicz married the former Mary E. Fullam. They have six children; four boys and two girls.

Santa Fe Places Order For CTC System

THE ATCHISON, TOPEKA and Santa Fe Railroad has placed an order amounting to approximately a quarter million dollars with Union Switch & Signal Division of WABCO for a 12 foot Traffic Control Center and associated field code equipment. The WABCO products will be used to direct train movements between Temple and Houston, Texas, a distance of 215 miles.

"All that serves labor serves the Nation. All that harms labor is treason to America. No line can be drawn between these two. If any man tells you he loves America yet hates labor, he is a liar. If any man tells you he trusts America yet fears labor, he is a fool. There is no America without labor and to fleece the one is to rob the other."
—Abraham Lincoln

Committee on Committees

Members of this committee have the important task of selecting and recommending to the Convention, delegates to serve on various other committees. This committee was comprised of the following Brothers, from left to right: Andy Gavine (165), W. A. Class, Jr., chairman (BN); W. E. Crawford (SP), and B. E. Britcher (PC). Brother V. J. Sartini (N&W), the fifth member of the committee, was absent when this picture was taken.

Credentials Committee

This committee registered all delegates prior to the opening of the Convention and kept attendance during Convention sessions. Members of the committee were, from left to right: Brothers William A. Radziewicz (88), John McCormick (187), and Sec.-Treas. R. T. Bates, chairman.

Committee on Laws

This committee is made up of the Grand Board of Trustees and Grand Lodge Officers. They met prior to the Convention and studied resolutions that proposed changes in the Constitution and made recommendations to the Convention. The members were, from left to right, seated: Brothers J. E. Dubois, W. W. Lauer, chairman; and G. A. Harrington. Standing, left to right: W. W. Altus, R. T. Bates and C. S. Chandler.

HOW TO BUY

THIS IS A YEAR TO SAVE ON FUEL, POWER

by Sidney Margolius

THIS IS A YEAR OF HIGH costs, and even potential shortage of fuel and electricity in many parts of the country. You have a double reason for practicing maximum economy: your own pocketbook and the national energy shortage.

Nationally, electric rates are at a 30-year high. Gas rates have gone up even more than electricity in the past five years. Utility companies have won some big rate increases the past three years.

In general, your utility bills are affected by (1) the type of lighting fixtures you use; (2) the design and construction of appliance models, and (3) how you use such equipment.

LIGHTING: Higher-watt light bulbs are more efficient than lower-watt. One 100-watt bulb produces more light (1750 lumens) than two 60-watt bulbs (two x 860 lumens or a total of 1720).

For the same wattage, ordinary bulbs (1750 to 1,000 hours life) are more efficient than so-called long-life bulbs (2,500 hours). Use the long-life bulbs only in hard-to-reach fixtures.

Fluorescent lighting is about three to five times more efficient than incandescent lighting.

WATER HEATERS: These are usually the costliest of all the appliances in your home to operate. If your costs are high, ask the utility company for a survey. Also compare costs with those of neighbors. The problem may be an old tank with wornout insulations.

In general, gas-heated hot water is fast and has high recovery; electrically heated, though usually costlier than gas, is convenient and clean (and needs no flue); oil-fired is economical and also has high recovery. Relative costs may vary in areas of cheap electricity and where natural gas is cheap (as in the Southwest).

Many electric water heaters in homes are the so-called "builders line" guaranteed for only five years. Builders install these models to save $25 or $30. But these cheaper units have higher standby losses than the ten-year models, the New York State Interdepartmental Fuel and Energy Committee found. The more efficient units soon recover their costs in power saving as well as providing longer life.

Avoid overheating water. Laundry needs only 140 degrees at most. Wash permanent press and synthetic fabrics separately. They need only warm water and a cold rinse. A suds-saver conserves hot water if you wash lightly soiled articles first. So does doing fewer, larger loads (but without overloading). Some machines control the water level automatically, but you can do this on any washer by turning off the hot water valve.

Careful use of a dishwasher can save hot water, too, as in scraping and stacking mid-day dishes for after-dinner washing, or waiting until you have a full load. Repair leaky hot water faucets quickly.

COOKING RANGES: Your range is another big power or fuel eater. Try to use the oven for more than one cooking purpose at a time. If you are preparing just one dish save fuel by using a portable appliance such as a broiler. Don't preheat too long or open oven doors unnecessarily. You lose 20 percent of the heat each time.

Even the design of pots and pans affects electricity or gas consumption. Utensils should be flat bottomed and of the right size to match the surface unit. Don't polish bottoms of pans. Dull surfaces absorb heat better. But do shine up the reflective surfaces under the heating elements of electric ranges.

WASHERS, DRYERS: It's cheaper to extract extra water in the spin cycle of your washer than in a dryer. So take full advantage of the washer's spin-dry cycle, the New York State researchers recommend. In using the dryer, do a full load when possible, but avoid overloading. That lengthens drying time and puts an added burden on the drive motor.

Avoid overdrying and needlessly high temperatures which also are hard on fabrics. Also keep the lint filter clean to permit free air circulation.

REFRIGERATORS: While not as costly to operate now as in the hot months, refrigerators are still one of your hungriest power users. Excessive door openings, storing hot foods, failure to defrost—all increase use of electricity. Over a quarter-inch of ice on the coils reduces cooling power.

Accumulated dust on the bottom or back can make the compressor run longer. Door gaskets may need readjustment. Slip an index card between the gasket and the refrigerator to judge snugness of seal.

Fully frostless models cost almost twice as much to operate as those frost-free only in the refrigerator section.

Safety Board Seeks Its Independence

The National Transportation Safety Board wants independence from DOT because it claims that Republican members of the unit have been warned they would be "disciplined" by the White House if they did not shape up to Administration thinking.

The agency asked why 50,025 people died on the highways in 1972 and where are the statistical effects of safety standards written for new autos.

PC Silver Auction

Penn Central held a public auction on Sept. 14 in Philadelphia on more than 1,500 rare silverplated or chrome items formerly used on the carrier's dining cars. They included cake, toast, food and casserole covers; plates, bowls, sauceboats, steak platters, finger bowls, mustard stands and assorted containers.

Retirement Reminders

From the Office of

SECRETARY-TREASURER

Reporting To The Railroad Retirement Board

WHILE APPLICANTS FOR railroad retirement benefits receive assistance from Railroad Retirement Board personnel in filing their applications, it is still the responsibility of the applicants to furnish certain documents with their applications. After they begin receiving benefits, they are also required to report certain events or changes in status that may affect their entitlement to, or the amount of, their benefits. The following questions and answers briefly outline these requirements.

1. *How does one apply for railroad retirement or survivor benefits?*

The best way is to visit the nearest Railroad Retirement Board district office where you will receive free help with your application and answers to any questions you may have. If a personal visit is not possible, get in touch with the nearest Board district office by telephone or mail. While there may not be such a Board office in your immediate locale, representatives from the district offices travel throughout the country and one may be stopping at your local post office on certain days of the month.

2. *What documents will I be required to submit with my application?*

For an employe annuity, you will be required to submit proof of your age and, if you claim credit for time spent in the Armed Forces, proof of your military service. If you are under age 65 and are applying for a disability annuity, the Board office will give you instructions about obtaining the necessary medical evidence. Your wife will have to furnish proof of her age and your marriage for her annuity.

3. *What are considered suitable proofs of age and military service?*

The best proof of age is a certified copy of the civil, church, or hospital record made at or near the time of your birth. If such proof is not available, you should submit the next oldest record that you can locate, such as a military discharge paper, a census record, a school record, an insurance policy, a fraternal organization record, or any other similar type of document.

Proof of military service may be the original certificate of your discharge or of any official military record that shows the dates of your active service, or it may be a photostat of either type of document.

It is a good idea to assemble these proofs in advance of your retirement and keep them in a safe place. For example, a recent fire in the National Personnel Records Center in St. Louis, Missouri, destroyed about 20 million service records. Individuals claiming credit for military service who do not have copies of their discharges may experience long delays in getting credit for their military service.

4. *The papers proving my age are inconsistent and I'm not sure exactly how old I am. Will this cause serious problems?*

Not if you visit a Board office well in advance of the time you actually retire so that any conflicts can be reconciled beforehand. **THE BOARD ENCOURAGES EMPLOYES AGE 62 OR OVER TO DO THIS NOW SO THAT IN THE FUTURE THEY WILL NOT UNKNOWINGLY FORFEIT THEIR RIGHTS TO A SUPPLEMENTAL ANNUITY BY CONTINUING RAILROAD WORK AFTER THE ELIGIBILITY CLOSING DATES FOR THAT BENEFIT.** Your age is also a factor in determining the beginning date of your Medicare coverage.

5. *What must a retired employe receiving an annuity report to the Board in regard to change in status, etc.?*

A retired employe must report to the Board such things as the award of social security benefits, a return to work for a railroad or for his last employer before retirement if his last job before retiring was for a nonrailroad employer. Disability annuitants must report any work and, of course, must report any recovery from their disability. It is best to check with a Board office before returning to any kind of work.

6. *What does a retired employe's wife receiving a spouse annuity have to report to the Board?*

Like her husband, she is required to report any award of social security benefits, any railroad employment or any work for her last employer before retirement. If under age 65, she must also tell the Board if her last child leaves her care and custody. If a wife and her husband divorce, she must also advise the Board accordingly.

7. *What must survivor annuitants report to the Board?*

Survivor annuitants must report the award of any social security benefits. They must report any work for a railroad, and if they are under age 72, they must report any nonrailroad earnings that will exceed $2,100 in 1973 and $2,400 in 1974. Survivor annuitants must also report if they marry. **STUDENTS AGE 18 TO 22 MUST ADVISE**

THE BOARD IF THEY CEASE FULL-TIME ATTENDANCE IN SCHOOL OR TRANSFER SCHOOLS. Disabled survivors must report any employment or any recovery from their disability. A widow must advise the Board if a minor or disabled child leaves her care.

8. *Is a survivor obligated to return uncashed checks of a deceased annuitant?*

Yes. Uncashed railroad retirement checks must be returned to the Board after an annuitant's death even if further payments are due. This is particularly important for checks issued after an annuitant's death. Benefits are not payable for the month of an annuitant's death. Since railroad retirement checks are issued around the first of the month following the month for which they are due, checks issued after a death represent overpayments that must be recovered. The recovery of such overpayments can be a hardship for survivors if such checks are not returned to the Board.

FLORIDA SEEKS AMTRAK FOR THREE CORRIDORS

Officials of the Florida Department of Transportation have been meeting with Amtrak officials to seek the new French TurboTrain services for three intrastate corridors: Orlando-Miami, Jacksonville-Orlando-Tampa, and Jacksonville-Tallahassee-Pensacola.

Walter L. Revell, Florida secretary of transportation, said existing Amtrak service is inadequate for future needs because it does not offer frequent, dependable service or modern equipment.

Secretary Revell feels that projections of population and tourism growth indicate Florida can support intercity service if modern high-speed equipment is offered on a frequent and dependable schedule.

He said Amtrak officials have indicated they recognize the Florida potential and will consider it after results are available from the Chicago testing runs of the French turbos.

Europe Planning 185 m.p.h. Trains

While Amtrak is upgrading by purchasing French turbos capable of speeds up to 125 miles per hour (if American tracks can be upgraded to handle such speeds), Europe has already started a program of linking its major cities with 185 miles per hour trains.

France's new super train—five cars powered by turbines generating 5,000-horsepower—is the "third generation" of a series of turbos already immensely popular.

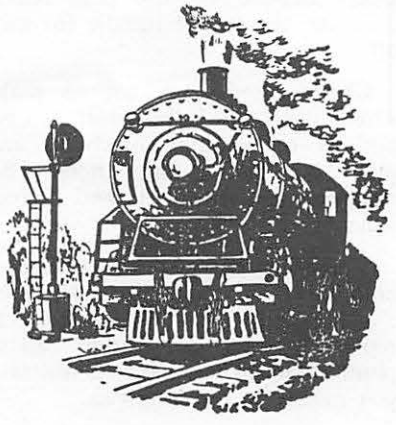
Known as the T.G.V.-001 (meaning tres grande vitesse, or very high speed), it is the prototype of super turbos that the French National Railroad expects to operate on a new 262-mile line scheduled for construction between Paris and Lyons.

French and West German rail technicians say that 186-mile-an-hour service is economically feasible with conventional, although very advanced, equipment and tracks.

The equipment now being tested —France's T.G.V.-001 and West Germany's ET-403 electric locomotive, for example—can use today's central city station and tracks that will connect to the new high-speed lines outside the city.

That will mean the tremendous cost of building new lines through tightly built-up city areas can be avoided.

The Japanese, in building their celebrated "New Tokaido Line" had to construct an entirely new standard-gauge railroad through the heart of Tokyo and other cities because the old track was narrow gauge.



What are the chances that these immensely expensive high-speed projects will be more than pipe dreams? The financing problems vary from country to country but the following other factors are common to all west Europe:

1. There are numerous high-density population concentrations and corridors ideally suited to high-speed train service and where the jam of automobile traffic is increasingly severe.

2. The intercity passenger train, with luxury accommodations, is still extremely popular in Europe. There is no question of reviving a failing institution as is the case in the United States. Rather it would be following the Japanese example and improving an existing, major service.

3. The Common Market is pulling the countries more closely together leading to demands for high-speed transportation links.

Possibly spurred by the fact that Japan is already building an even longer rail, undersea tunnel between Honshu and Hokkaido, the British and French are expected to announce a decision about constructing the English Channel tunnel within a few weeks.

The Channel tunnel has been projected as a high-speed rail link. A go-ahead on the tunnel would stimulate construction of high-speed track across Western Europe already envisaged by the national railroads.

With all this in mind and convinced that the fast passenger train is not only viable but absolutely necessary, the International Union of Railways, representing all of the Europe railways, called on them to produce their construction plans.

The railroads of France, Britain, Belgium, Holland, West Germany, Switzerland and Italy then submitted their master plans. They intend, they said, to build 3,150 miles of completely new double-track super-speed rail routes. Nearly 1,700 miles of this trackage, linking up most of west Europe's big cities, would be completed before 1985. The high-speed lines would be augmented by new rail tunnels through the Alps and between Denmark and Sweden.

A Guide To Energy

You Can Help Conserve The Nation's Supply Of Energy Resources, And At The Same Time Save Money In Your Utility Bills

CONSIDERABLE DISCUSSION has occurred in the news media during the past year about the energy crisis in the United States. Phrases such as "national priorities," "international fuel cartels," "world reserves," and "national power grids" have little influence on Mr. Citizen's ability to understand what's taking place.

All he knows is that he is having trouble getting enough gasoline for his car, is being urged not to run the air conditioner in his home to save electricity, not to wash his car for lack of water supply.

Here are some workable ideas on how to not only help conserve the nation's overall supply of natural energy sources, but how our members can save a dollar in the process. These ideas and hints work. They can save you literally hundreds of your hard-earned dollars a year. And they can make our nation's energy supplies last longer.

WATER

WATER RESOURCES ARE LIMITED—Although Americans—for centuries—assumed the nation's water resources were virtually without limit, the varied demands—essential and non-essential, material and aesthetic—placed on available water resources now have erased this assumption of limitless abundance. The time obviously has arrived when all of us must place the "HANDLE WITH CARE" label on water resources.

WATER (AND SEWER) COSTS ARE RISING—Historically, Americans have paid a low price for public water service and for disposal of the wastewater (sewage) they have sent down the drain. Today, as basic costs for processing a quality water product and treating wastewater rise rapidly, the customer rates are increasing, too. Water and sewer services are no longer cheap. Water-saving—cutting the metered consumption on which water and sewer bills are based—emerges as an important factor in protection of the family pocketbook.

WHEN WATER IS SAVED, WASTE LOADS ARE REDUCED—When public water is consumed, the user generates a like amount of "used" water, which goes down the drain as sewage and is transported through pipelines to a wastewater treatment plant for careful processing. Since "sewage" is more than 90 percent water, the reduction of water use in the home or business can greatly decrease the volume of sewage-handling facilities. By broad acceptance of water conservation as a family-household responsibility, the per capita demand on pollution control systems will diminish and both public health and the environment will benefit.

DETECTING LEAKS

Detection, repair and prevention of leaks in the household have long been cited as matters of great importance to reducing waste and keeping water-sewer bills as low as possible. A slow drip will waste many gallons a day. A steady pinhole leak is good for 170 gallons a day, and a 1/16-inch leak can send almost a thousand gallons of water down the drain in 24 hours.

Check all faucets and shower-tub outlets from the attic to the cellar, replace worn washers or defective fixtures.

Check outside water taps to see they are turned off when not in use. Don't depend on the hose nozzle . . . use the faucet handle for cutoff.

Check after every use to make sure faucets are fully cutoff . . . especially on washing machines and other water-using appliances. This preserves equipment and avoids leaks.

When you detect a leak in household fixtures, make prompt repairs . . . or, if you don't know how to repair the fixture, better call a plumber to do the job . . . it'll save you money in the long-run.

ELECTRICITY

■ Electric power "brownouts" or low voltage transmission occurrences and complete power blackouts have made most Americans realize the need for wise use of electricity. Power companies now are emphasizing to their customers that they can still use all the electricity they need, but at the same time cut out unnecessary waste. In the process they say you will reduce your monthly bill.

Here are some tips in helping you get the most out of your electric bill:

KITCHEN

Range

1. Try turning your surface units off just before food is done. You can continue cooking on the remaining stored heat for about 5 minutes.
2. If you cook foods on the lowest possible setting, they'll look and taste better and use less electricity.
3. When you cook vegetables, use very little water and cook only until tender. Saves vitamins, flavor, money and the vegetables look better. When cooking in water, ¼ to ½ cup is plenty.
4. On the subject of pans, there are three things to remember: Match size of pan to size of element to avoid wasted heat or prolonged cooking time; use pans with flat bottoms so that heat goes directly into the pan; cook with lids whenever you can for faster heating—then additional cooking time after the surface unit is off.
5. You don't have to preheat your oven for broiling and roasting.
6. Oven peeping? It's good if you want baking failure and a 20% heat loss with each door opening from your oven. Don't oven peep.
7. Be a whiz kid when you're using the oven, and cook food for another meal in the unoccupied space. Then freeze it.
8. When you're using both racks in the oven, don't put pans directly over each other and never overlap pans more than one-third.

9. Use your toaster, waffle grill, electric fondue and other small appliances when you can. It's more efficient.

10. A vent or exhaust fan used above your range will get rid of cooking odors and aid your air conditioner's efficiency.

Refrigerator

1. Defrost before ice is one-fourth inch thick. Ice acts as an unwanted insulator and cuts cooling power.

2. Is your refrigerator door airtight? Close it on a new dollar bill. If you can pull it out easily, you're wasting cold air. Have the gaskets replaced.

3. Two places not to have your refrigerator: Next to your range or in the sunshine. Costs more.

Dishwasher

1. Read your instructions: In some washers a little soil left on dishes aids the washing operation. Saves prerinsing water in the sink.

2. Need we say, run it only when you have a full load?

LAUNDRY

1. Use cold water detergents when they are adequate. They'll save on your hot water bill.

2. More isn't better. Too long a drying cycle can reduce the life of many "now" fabrics. Can also "set in" wrinkles.

3. If you clean your dryer's lint filter after each load, you'll cut drying time.

4. Keep your dryer in a heated part of your house. Again . . . cuts drying time.

5. In the summer, try to do all washing, drying and ironing early in the morning or after 6 p.m. Puts less of a load on your air conditioner.

HEATING AND AIR CONDITIONING

1. Don't play the numbers game. Set your thermostat at the temperature that is comfortable for your family and leave it there. You may wish to turn it back or forward a few degrees when retiring, but get in the habit of leaving the dial alone during the day.

2. We can't overemphasize the importance of insulation. For example, it takes about twice as much electricity to heat an uninsulated home as an insulated one. It saves on air conditioning, too. The ceiling below your attic should have 6 inches and the walls should have 3 or 4 inches of thermal insulation. And even if you can't get into the side walls, insulate your attic—it all saves. You can have an older home insulated satisfactorily, but get technical advice beforehand. Ducts for central heating or cooling should be insulated with about 2 inches of insulation or thermal equivalent if they are located in unconditioned or unheated areas.

3. Maintain the proper humidity in your house by leaving vents in attic open. Closing them can cause moisture damage.

4. Install storm windows and doors and leave them on during the summer. They help keep in your comfortable air. Use weather stripping. Seal cracks around doors and windows. Close dampers in unused fireplaces.

5. When the fan on your warm-air furnace or air conditioner stops, the warm air will rise and the cold air will drop. In order to maintain good balance, the fan must run. This will reduce the running time of the furnace or air conditioner and improve comfort in the home.

6. Be sure wall registers are adjusted properly. The air should not blow on you in either heating or cooling. Low wall registers should be adjusted to direct air upward in both heating and cooling. This gives the maximum operating effect and improves the distribution pattern in the room.

7. If you're buying a room air conditioner, make the most efficient choice. An oversize unit may not give proper humidity control.

8. Dirty filters mean higher operating costs, improper heating, cooling and discomfort. Poor air distribution could cause heating elements to burn out. So keep filters clean. Check once a month. Replace as necessary.

9. If you can manage it, avoid direct sunlight on the cooling unit itself. If your roof overhang does not take care of this, how about planting a tree or large bush next to it?

10. Help out your air conditioner and save. Consider an exhaust fan for your bathroom to remove heat and moisture from showers and baths. Vent your clothes dryer to the out-doors. And install an attic vent fan . . . some come with a thermostatic switch which automatically turns fan on and off.

WATER HEATER

1. This is worth a reminder: Don't use hot water if warm or cool will do. Dripping faucets? 90 drops of hot water a minute is 430 gallons a month down the drain.

2. Your water heater costs more to use if it's exposed to cold temperatures. Also, the closer to the kitchen your water heater is, the cheaper. Long pipelines increase usage costs.

3. Keep the thermostat at about 140 degrees.

LIGHTING

1. Know your lumens, watts and hour-rating. The **lumen** measures how much light you can expect; the **watt** measures the power used by the bulb, and the **hours** or **life** tells the average laboratory life of the bulb. These ratings are now printed on the package. How does it all work? A 100-watt bulb with a high lumen rating will burn brighter than a lower lumen 100-watt bulb, but it won't burn as long. Get wise. Use the higher lumen rated bulb over kitchen counters and for reading lamps, but if you don't need as much light in certain areas, save your money.

2. Dust light bulbs. Dust reduces light output.

3. Never exceed the manufacturer's recommended wattage on light fixtures.

4. If you don't want to return to a dark home, there's a cheaper way than leaving a light on all day. Purchase a timer that will turn on a light before you get there.

5. A photoelectric cell can be purchased that will turn a lamp post or porch light off and on for peace of mind and good lighting without waste.

GAS

■ Natural gas is used in many homes throughout the nation for heating, air conditioning and cooking. No matter what kind of fuel is used, the cost of heating a home in winter or cooling in the summer in particular is certain to be a large item in any household budget. Therefore, anything that can be done to reduce heating bills is money saved.

Here are some money saving tips in home heating and cooling, particularly if you use gas:

Control Heat Loss and Heat Gain

- Insulation—Check to make sure you have adequate insulation . . . 3" to 4" in attic floor, 2" to 3" under floors of rooms over unheated garages and open crawl spaces. Ductwork in attics and carport utility rooms should be insulated.

- Storm windows and doors help in summer and winter.
- Blinds, draperies and awnings on sunny windows are a big help in the summer.
- Garage doors should be kept closed if attached on the house.

Control Air Infiltration

- Anytime unconditioned air enters your home it is likely to increase your fuel bill. We are all conscious of this on a cold winter day when someone holds the door open too long, but we don't think about it often enough, particularly in the summer. Opening windows on a cool summer night allows humid air to come in and makes your cooling unit work much harder the next day.
- Loose fitting windows and doors should be caulked or weather stripped.
- Fireplace dampers should be closed when not in use.

Maintain an Efficient Heating and Cooling Plant

- Change or clean air filters (at least twice during the heating season and once a month for cooling).
- Check your heating and cooling system before you need heating or cooling to be sure it works properly.
- Keep supply registers and returns clean and dust free.
- Keep furnace room clean and neat.
- Keep thermostat clean. Dirt and dust can cause faulty readings and faulty operation of your system.
- Most fan and pump motors have sealed bearings—check yours—if it has oil cups add oil once a year.

Miscellaneous

- Don't fiddle with thermostat setting.
- In the winter setting the thermostat down at least 10° at night can result in noticeable fuel savings.
- If your thermostat is located near an artificial heat source—near a range, on a warm wall, in the afternoon sun or in a drafty area—have it moved.
- Don't block air outlets with drapes, furniture or other obstacles which impede the flow of air.
- Utilize continuous fan feature. It is easier on the motor and helps balance the temperature throughout your house.
- Aim the flow of cool air at the ceiling and warm air at the floor.
- Select the type and size heating and cooling system that best meets your needs. Responsible air conditioning dealers and contractors can help you.
- Installation of a humidifier will give greater personal comfort, better conditioned air, prolonged life of household furnishings and a possible savings on the gas bill.
- Set water temperature no higher than necessary.
- Drain water from bottom of heater until it runs clear (twice a year). Sediment build-up can decrease efficiency and shorten life.
- Do not waste water.
- Repair leaky faucets or pipes.
- Insulate pipes, if possible, in unconditioned areas.
- Don't run dishwasher or washing machine until you have a full load.

Cooking

- Read the manufacturer's use and care manual.
- Do not use oven to heat kitchen.
- Plan your baking to minimize use of oven . . . cakes and cookies at same time.
- Plan meals which can be prepared using only one part of the range (e.g., top burners, oven or broiler only).
- Do not preheat oven for foods other than baked goods.
- Preheat oven only 10 minutes for baked goods.
- Keep burners clean.
- Check for proper clean "blue" flame color.
- Keep lids on pots and pans while cooking.
- Use minimum size flame.
- Use exhaust fan to help remove heat and grease laden moisture which soil walls and ceilings.

Clothes Drying

- Read the manufacturer's care and use manual.
- Use automatic controls.
- Keep lint filter clean.
- Keep dryer exhaust clean.
- Avoid underloading or overloading.

Thoughts

Quotation is a good thing, there is a community of thought in it.

Zeal is fit only for wise men, but is found mostly in fools.

No man can think well of himself who does not think well of others.

Character is much easier kept than recovered.

Transit Programs Urged For Elderly

Federal aid for mass transit should require assurance that local systems are doing what they can to take care of 26½ million elderly and handicapped in the market for such services, according to a Federal study.

The report prepared by the Urban Mass Transportation Administration and the DOT Transportation Systems Center recommended two approaches to ease economic problems and provide mobility to the elderly and handicapped.

One suggestion was a "transit stamp" program similar to the food stamp program with the cost underwritten by the Government.

The other was called "coupon taxi" for elderly and handicapped unable to use mass transit. They would receive $500 in taxi rides a year.

METROLINER PERMITS CIGARS AGAIN THANKS TO SEN. SCOTT

Congress may be having difficulty gaining ascendancy over the Executive Branch but Senator Hugh Scott of Pennsylvania, the Senate minority leader, has bested Chief Justice Warren E. Burger in the "Court of Amtrak."

The ban on cigars was imposed last December by Amtrak after the chief justice wrote that he was bothered by cigar smoke while on the Metroliner. Senator Scott got involved by writing to Amtrak that he would find it difficult to endure the ride from Washington to Philadelphia without his pipe.

Amtrak will now treat cigar and pipe smokers the same as they treat cigarette smokers. Cars will be divided into smoking and no smoking sections.

Money
The root of all evil
In so many ways
Is sure plenty hard
To dig up these days.

'Super Chief' To Stay 'Super' Will Keep First Class Diner

The famous "Super Chief" between Los Angeles and Chicago was scheduled to lose its first-class dining car in a cost-cutting program by the National Rail Passenger Corporation, but personal intervention by a railroad president has—at least temporarily—saved the day.

Amtrak, faced with a limited budget, is looking for ways to save money. One way to do so would have been to downgrade its best passenger train, the Super Chief. Some cost-cutting has already taken place.

When Amtrak decided to eliminate the first class diner, however, John Reed, president of the Santa Fe Railroad, went into action. (The Super Chief had been turned-over intact by the Santa Fe when Amtrak went into operation.) Mr. Reed appealed directly to Roger Lewis, president of Amtrak, and the order to eliminate the first class diner was countermanded.

While NARP rejoices with passengers everywhere to see the Super Chief continue as an excellent train, the Association feels that sensible economies should be made during the off season. The train now carries four "non-revenue" cars. NARP believes that this number could be reduced to two and one-half without materially downgrading service quality, by: A. Substitution of a bedroom-lounge car for the full first-class lounge car; B. removing the coach diner, and C. expanding the capacity of the coffee shop-lounge to provide sandwich service and other "carry-out" food orders. Under this system, coach passengers who wish to do so would be able to patronize the first-class diner, where the menu would be restricted to full meals.

Meanwhile, Richard R. Wilhelm, 2240 Donax Ave., San Diego, Cal., a NARP member, has appealed to the Interstate Commerce Commission under the theory that Amtrak has illegally discontinued either the El Captain or the Super Chief when it combined the two trains.

Mr. Wilhelm contends that only one train exists where there had been two previously, that cars have been removed, that advertising is false, and that Amtrak plans even more cuts. "I urge you (the I.C.C.) to immediately enjoin Amtrak from making these reductions," Mr. Wilhelm concludes.

The "heat" was intense, ridership trends were up and Amtrak didn't expect to receive any bouquets at the upcoming Interstate Commerce Commission hearings—so the Floridian and the National Limited will not be discontinued.

But, as the National Association of Railroad Passengers suggested early this year, Amtrak will conduct "analysis of ridership trends and investigation of alternate service patterns."

One experienced Amtrak watcher said the National Rail Passenger Corporation never really intended to discontinue the two trains, but wanted to show both Congress and the Department of Transportation that the trains were both politically necessary and growing more popular every day.

Amtrak says however, it will still move to discontinue one segment of its Washington-Cincinnati-Chicago service, a connecting train between Newport News and Charlottsville.

The company, in an announcement, said that, system-wide, passenger traffic has soared, with passenger counts during the April-June period up 10 to 13 percent—and up even more on some long-distance routes.

Amtrak said passenger travel on the National Limited during the first five months of this year was up 66 percent above the same period last year, and travel on the Floridian was up 25 percent.

June traffic was up 55 percent on the National and 70 percent on the Floridian.

One reason for the increase the announcement said, was widespread concern over gasoline shortages.

Amtrak was under considerable congressional pressure to continue both runs. Bills pending in Congress would authorize $3.2 million over the next year specifically for the National and the Floridian. The losses on the trains, however are in the range of $5 million, an Amtrak official said.

New Push On For Washington Area Trains

The Metropolitan Washington Coalition for Clean Air has announced a revised version of the Washington Metropolitan Area Commuter Rail Plan, which was first introduced in May 1971 and strongly supported by NARP.

The plan, like the earlier version, is based on a feasibility study by transportation consultant Carl R. Englund Jr. for the Urban Mass Transportation Administration.

The major elements of the regional commuter rail system proposed in the Englund Study were: Baltimore & Ohio (B&O) Railroad from Union Station to Martinsburg, West Virginia; the Penn Central Railroad from Union Station to Baltimore via Bowie; and the Richmond, Fredericksburg & Potomac Railroad from Union Station to Quantico, Virginia via Woodbridge.

The following major modifications and/or additions to the "Englund Study" are recommended by the Clean Air group:

1. Three additions to the regional commuter rail network: The Southern Railway from Alexandria 40 miles south through Manassas to Catlett, Virginia, the B&O from Union Station to Baltimore, Maryland via Laurel and certain passenger stops on the previously-revealed plan.

2. The Washington Metropolitan Area Transit Authority should administer the regional commuter rail system;

3. A minimum of three morning rush-hour trains, three evening rush-hour trains, and one later evening train should be provided weekdays on each of the five legs of the commuter rail network;

4. One train each morning and each afternoon should be provided on each leg of the network on Saturdays.

Meanwhile, Virginia commuters to Washington, D.C. have also organized to seek rail passenger service from Quantico through Woodbridge and Alexandria to Washington via the Richmond, Fredericksburg and Potomac Railroad.

TOOTH CARE

A few quick strokes with the tooth brush in the morning before you dash for the door—another quick brushing at night before you go to bed—and you have taken care of your teeth for the day, right?

Wrong. To last a lifetime, your teeth require far more attention: daily brushings and flossing, proper diet and regular checkups by your dentist.

Tooth Care, a 24-page booklet from the Department of Health, Education and Welfare, explains how to clean teeth properly; the importance of good nutrition; common tooth and gum disease; how to find a dentist; dental specialists and the oral problems they treat; how teeth are filled, capped and treated; care of children's teeth; care of artificial dentures; methods of financing dental care; and fluoridation. Copies of *Tooth Care* may be ordered for 30¢ from Consumer Product Information, Pueblo, Colorado 81009.

The booklet points out that one of the most common causes of tooth decay is plaque—a sticky, colorless film of bacteria which constantly forms on the teeth, especially around the gumline. Unless it is frequently removed, plaque builds up, gets beneath the gumline and eventually hardens into tartar. The result: tooth decay and gum disease.

Brushing the teeth thoroughly each day helps remove plaque. In addition, a daily flossing of the teeth is essential to remove plaque the toothbrush cannot reach. To floss teeth:

- Use a piece of dental floss or tape. Wind one end around the first or second finger of each hand, holding the hands not more than a half-inch apart.
- Work the floss up and down beneath the teeth twice, cleaning the side surface of each tooth. Be sure to clean the area at the gumline, but be careful not to cut into the gum itself.
- Clean between all teeth. Move your fingers to change the angle.
- Use this procedure throughout the mouth, starting behind the last tooth and moving forward around the upper and lower teeth. As the floss becomes soiled or frayed, move to a fresh section.
- When you have finished flossing your teeth, rinse your mouth with water to wash away any debris dislodged by the cleaning.

SHOULD WE SALT OUR HIGHWAYS?

A familiar salt ad assures us that "when it rains, it pours." With winter coming, we are reminded that when it snows or freezes, it pours, too—onto our nation's roadways. Nine million tons of salt in 1970 alone, and some estimates are that the amount of salt used will double every five years.

Should we continue to pour so much salt on our highways? What is it costing us? What are the benefits?

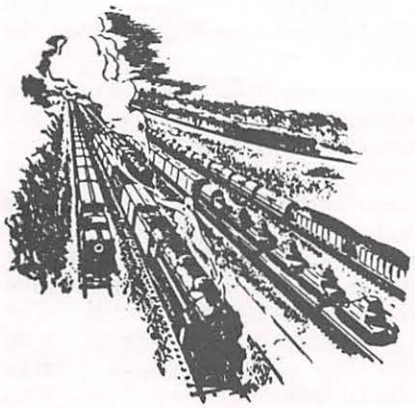
One of the costs, certainly, is rust and corrosion to automobiles. A year's worth of corrosion amounts to about $100, and experts claim that half of this amount can be attributed to road salt.

Another cost is the environmental damage caused by excessive salt. This is most visible along highways where trees and other vegetation are killed by road salt. Salt disrupts the process by which roots take up water from the soil and even though there may be enough water in the soil, plants die of drought.

Lakes, too, are adversely affected by salt run-off from highways. Too much salt in a lake can slow down the mixing process that enables oxygen to reach the bottom layers of water. Such a slowdown can cause the bottom layers of water to run out of oxygen. Fish such as trout, which like the bottom colder layers, are then in trouble.

Poisonous chemicals are sometimes added to road salt to inhibit rust or prevent caking. These, too, make their way into the environment.

Perhaps the most serious question to consider regarding the heavy use of road salt is the effect on human health. Salt run-off from highways can eventually seep into a community's water supply and become a danger to persons subject to heart disease, high blood pressure, and obesity, as well as others who must keep their salt intake low. In the Boston area, several towns have recorded very high chloride levels in public water supplies. (Chloride is one of the components of salt.) One of these towns—Burlington, Massachusetts—banned the use of road salt on all city-maintained roads. A year later, the chloride level dropped to a safer level.



Presumably, the reason we use more and more road salt each year is that salted roads mean increased traffic safety. As yet, there is not enough statistical information to prove or disprove the case for either side of the salt or no-salt argument. However, it is interesting to note that the National Safety Council reports no change in the proportion of all crashes, injury crashes, and fatal crashes occurring on snow or ice-covered roads from 1956 to 1970 —despite the many-fold increase in total salt usage in the 33 states using de-icing salt since 1966.

Some critics claim that salting can even *increase* accidents because it often results in "flash icing." This occurs when a thin slippery film of salt is kept on the highway. As long as the temperature says very cold, the road stays dry, but a night of milder, more humid weather causes the water vapor in the warming air to condense and form an ice glaze on the cold road, making it very hazardous.

Certainly, road salting is the quickest way to clear a highway, and it does allow traffic to move faster. We may not want to give up this convenience—at least on major arteries.

As an alternative to the heavy use of road salt, we could combine salting with some of the old-fashioned methods such as sanding and plowing—perhaps saving the salt for steep hills and dangerous curves. It would mean that we would have to slow down our winter speed, but we would slow down environmental and health risks, as well. Cutting our driving speed also means saving on gasoline consumption—and these days, that can't be all bad.

Committee on Appeals

Assignment to this committee can be one of the most important duties a delegate may have, as this committee is the last line of appeal a member has. Members of the committee, seated, from left to right, were: Brothers J. H. Croxton (46) alternate, R. C. Buck (14), C. R. Vaught (Southern), Henry Gerth, chairman (C&NW); A. Bretschneider (C.M.St.P&P). Standing, left to right, are: Brothers M. E. Hyde (174), J. R. Bruskay (194), C. K. Kiernan (PC), H. Hueston (204), R. M. Shade (155) and J. R. McDonald (B&O). Missing at the time this picture was taken were Brothers W. D. Corn (MP) and R. Migler (69).

Committee on Resolutions

This committee has the heaviest work load, due to the large number of resolutions submitted by locals prior to Convention. This Convention had the largest number of resolutions ever received and required the committee to meet several times until late in the night. Delegates serving on the committee were, from left to right, seated: H. H. Parker (C&O), R. E. Markle (77), L. Sedlacek (8), R. R. Van Vacter (AT&SF), Al Dickey (92), and S. J. Muzi (EL). Standing, left to right: J. M. Lenart (102), R. A. Pellow (189), J. Sottile (LI), L. T. Davies (C.M.St.P&P), J. R. Dickerson (204), R. C. Carlisle (93) and J. C. Baldwin (16).

Committee on Officers Report

This committee has the duty to read and discuss the contents of the report presented to the delegates by the Grand Lodge Officers. They must then recommend to the Convention adoption of the report. Members of the committee were, from left to right, seated: Brothers B. J. Woodruff (ICG), F. J. White (SP-T&NO), Jessie Morris, chairman (T&P), W. Abner (82), J. O. Dufort (118), and L. R. Silva (173). Standing, left to right: R. F. Richardson (BN), J. J. Andrews, alternate (11); R. E. Brennan (B&OCT), R. E. Wierema (135), V. D. Unger (108), and J. R. Downs (64).

Committee on Rules and Order of Business

This committee must meet right after they are appointed and adopt rules to govern the Convention. Their obligations are of the utmost importance because the rules adopted affect every delegate and every Convention session. Members of the committee were, from left right: Brothers C. A. Belch (125), H. W. Parsons (UP), E. D. Hodson (Soo Line), W. E. Ferguson, chairman (24); and D. Lattner (29). Standing, were, from left to right: R. B. Flowers (L&N), J. Butler (136), R. T. McGill (PC), A. T. Olson (168), J. Goda (12), and G. G. Gross (SCL). Missing from this picture was Brother J. L. Turner (182).

Thirty-Ninth Signalmen's Convention Report—Continued

PRESIDENT CHAMBERLAIN called the convention to order at 9:00 a.m. and proceeded to introduce Mr. B. Edwin Ridge, vice president of Provident Life and Accident Insurance Company of Chattanooga, Tennessee. Chamberlain informed the delegates that Provident had been selected to administer our Supplemental Sickness Benefit Plan under Provident Group Policy R-500 and Mr. Ridge was at the convention to explain the full details of the policy and answer any questions the delegates had regarding the policy.

Because of the great interest in the new benefit plan President Chamberlain suggested Mr. Ridge be available to the delegates to answer questions on an individual basis. Mr. Ridge was more than willing to accommodate the wishes of our delegates. He stated he had rushed copies of the new booklet to New Orleans for the delegates review. These booklets are to be distributed to every member of our organization by the carrier with paychecks during the first pay period following receipt of the supply of booklets from Provident.

The booklets contain a brief summary of the Supplemental Sickness Benefit Plan, a Notice of Disability Form, and a Proof of Disability Form. Mr. Ridge stated the booklet summarizes the principal provisions of the Group Policy and constitutes the Employes' Certificate of Insurance while covered under the plan.

President Chamberlain introduced Mr. J. J. Eash, chief engineer, Penn Central Transportation Company and Chairman of the AAR Communication and Signal Section.

Mr. Eash explained that the Communication and Signal Section of the AAR is comprised of all carrier signal and communication officers who meet regularly to discuss needed changes and ways to improve C&S matters. Eash spoke about C&S committees and the recent establishment of workshops at C&S meetings. One in particular, of interest and benefit to the Signalmen, is the committee to develop materials for the education and training of railroad communication and signal employes and to update and issue new material.

Eash said two reasons for giving high priority to this field is, first, many well-trained people have recently or will soon leave the field and, second, with today's use of computers and other such equipment, need for training is highly important to maintain and care for the equipment.

Mr. Eash also mentioned other AAR special committees and said the AAR acts for the mutual benefit of all.

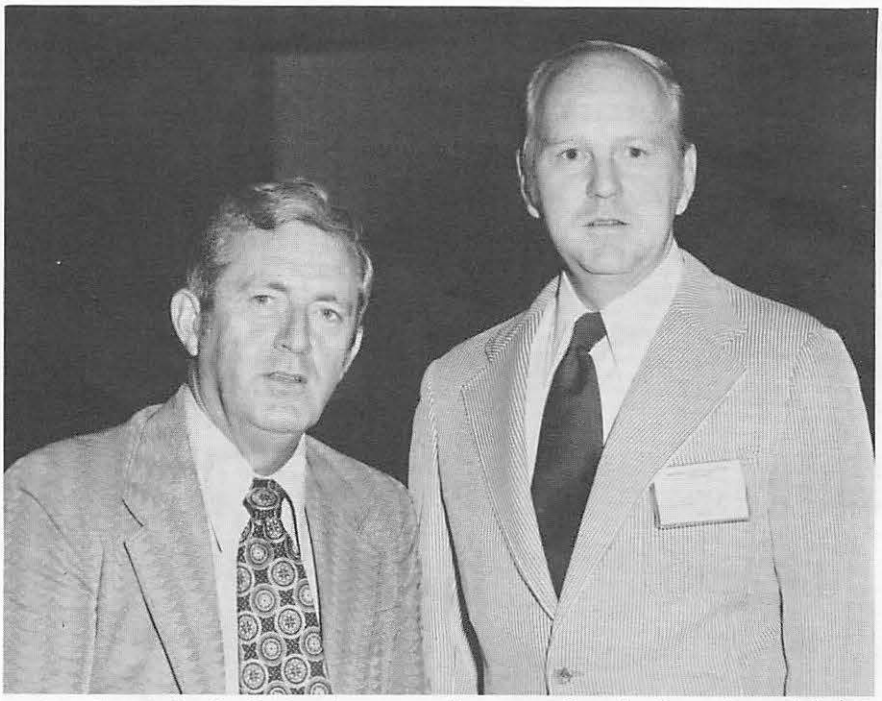
Other speakers on the third day's program were Mr. Neal P. Speirs, labor member of the Railroad Retirement Board and Mr. Raymond A. Manning, vice president of Travelers Insurance Company.

Mr. Speirs explained that the paramount problem in the retirement system has been to find a satisfactory solution to maintaining an adequate level of benefits for our present and future retirees, in view of the present inflationary economy, and yet keep the cost of the program within reasonable limits for those who must pay the bill.

Practically all benefits have doubled since 1970, Speirs said, and during that period the legislation did not provide for concurrent increases in financing. The real problem, he explained, is not the immediate condition of the Railroad Retirement fund but the problem of establishing an equitable manner of financing the system on a sound actuarial basis.

Speirs noted that the solution to the problems confronting the Railroad Retirement system have always been labor-management problems. The landmark collective bargaining agreement between labor and management, reached on March 7, 1973, which affected the Railroad Retirement system, was enacted into law by Congress on July 10.

He pointed out the major provisions of this legislation provide for a reduction in employe Railroad Retirement tax rate to the level of Social Security tax rate on October 1, 1973. Effective July 1, 1974, a male employe with 30 years service can retire on full annuity at age 60. If Congress increases Social Security benefits (which it has) prior to December 31, 1974, the same dollar



The Federal Railroad Administration was well represented at the Convention and had an active role by assisting Grand Lodge Representative J. W. Walsh in conducting a workshop following the Convention session on Tuesday afternoon. Two FRA officials who took part in the workshop and explained the function and duties of their office were, on left, Mac E. Rogers, Associate Administrator, FRA, Office of Safety, and Donald W. Bennett, Chief Counsel, FRA. This workshop proved to be so interesting President Chamberlain announced plans to include the program in a future General Chairmen's meeting.

amount would be applied to Railroad Retirement annuitants. The legislation also continues the 5, 10 and 20 percent increases through December 31, 1974.

Further, he said, in this legislation, Congress has instructed labor and management to continue Railroad Retirement negotiations for the purpose of recommending a plan by April 1, 1974, that will put the system on a secure financial footing for the future.

Also, there have been other important changes in coverage for railroad employes in the past year, especially with regard to medical and disability matters.

In closing, Mr. Speirs announced the retirement of his assistant, W. R. (Bill) Barber, on June 1, 1973 and introduced Mr. Henry Ruether, his new assistant, to the delegates.

Mr. R. A. Manning, vice president, Travelers Insurance Company, was introduced by President Chamberlain.

After paying tribute to Mr. Earl Leighty, labor's representative on Health and Welfare programs, who had passed away earlier in July, Manning discussed briefly the agreements that were reached this year and the medicare amendments of 1972.

At this point the Chairman of the Committee on Laws, W. W. Lauer, announced he was prepared to continue with the committee's recommendations on resolutions that would amend the Brotherhood's Constitution.

Brother Lauer read several resolutions and the Law Committee's recommendations along with their reason for making such recommendations. After discussion on the floor of the intent of the resolutions, in most instances, the committee's recommendations carried.

A complete list of the resolutions that were submitted to the committee, the committee's recommendations, amendments to the committee's recommendations, and the action taken by the convention on the resolutions, has been sent to all locals so that our members will be fully informed. In following issues of The Signalman's Journal a more detailed report of the convention action on all resolutions will be given.

The Law Committee recommended that the ranking officer of our Brotherhood in Canada, who is a member of our Grand Executive Council, should hold a title and be paid commensurate with other members of the council and have parallel duties, responsibilities, and authority. The committee felt the advancement of the position would also enhance that officer's prestige and standing among other labor organizations and in dealing with management.

The Convention adopted this recommendation.

Because of the heavy work load President Chamberlain recommended an extra session be held on Wednesday. The delegates accepted Chamberlain's recommendations and voted to hold an extra session on Wednesday.

The entire extra session was devoted to resolutions pertaining to changes in our Constitution and the recommendations of the Committee on Laws.

UPON CALLING THE CONvention to order President Chamberlain announced he had received a telephone call from Grand Lodge Representative John Platt in Canada advising the Brotherhood that the labor organizations in the Province of Ontario were going on strike at 6:00 a.m. that morning. Chamberlain said several of our Canadian delegates would have to leave the convention and return to Canada and assist Brother Platt as strike captains.

President Chamberlain assured our Canadian brothers that they have the full support of the Brotherhood in whatever action they take.

He then announced that in accordance with the rules adopted by the convention, the first order of business on the fourth day would be the election of officers. He called for the tellers: Brothers J. Riggs, J. MacTaggart and Howard Friedel, to take their proper places and said the convention was prepared to proceed with the election of officers.

Chamberlain turned the gavel over to President Emeritus A. E. Lyon, who then declared nominations were in order for the office of President of our Brotherhood.

General Chairman Henry Gerth of the Chicago and North Western nominated C. J. Chamberlain for the position of President of the Brotherhood of Railroad Signalmen. He stated that President Chamberlain was a member of Local 108, one of the locals that comprise his committee, and that he was a former officer of the Chicago and North Western System Committee. He called attention to the large number of accomplishments achieved by our Brotherhood under Chamberlain's leadership and said it was a great honor to nominate him.

Chairman Lyon called for other nominations, and there being none, instructed the tellers to cast a unan-

The Convention Tellers are always busy during election of officers and choosing the next Convention city. At this Convention there were several candidates nominated and the Tellers were called upon to tabulate all ballots cast. The Tellers for the Brotherhood's Thirty Ninth Convention are shown above, left to right: J. N. MacTaggart (167), Howard Friedel (86), and J. R. Riggs (20).

imous vote in favor of Brother C. J. Chamberlain for President for the ensuing term.

Brother Lyon, in returning the Chair to President Chamberlain, said a few remarks from Chamberlain were in order. Chamberlain told the convention that this was the first time that he was at a loss for words. He said he had a great big lump in his throat that he didn't have all week. He then stated, "All I can say is I appreciate your action here," and that it was with a great deal of pride and pleasure that he accepted the nomination and he looked forward to the next three years.

President Chamberlain then declared nominations for the office of Secretary-Treasurer open.

Delegate M. C. Miller, a member of Local 152, nominated Brother R. T. Bates. There being no further nominations President Chamberlain instructed the tellers to cast a unanimous vote for Brother Bates.

Next, nominations were open for Vice President assigned to the position of Labor Member, National Railroad Adjustment Board.

Delegate-at-Large, Harvey Parker, of the Chesapeake and Ohio System Committee, nominated Brother W. W. Altus, Jr.

After calling for further nominations and there being none, the Chair declared the nominations closed and instructed the tellers to cast a unanimous vote for Brother Altus.

President Chamberlain then declared the nominations were open for the position of Vice President assigned to the Eastern Region.

Delegate-at-Large Arthur Richards, chairman of the Penn Central (former New Haven) General Committee, placed in nomination the name of Brother Joseph W. Walsh. There being no further nominations, President Chamberlain instructed the tellers to cast a unanimous ballot for Brother Walsh.

Nominations for Vice President assigned to the Mid-West Region were declared open by President Chamberlain.

The name of Brother G. F. Harper was placed in nomination by Brother Lee Davies, Delegate-at-Large from the Chicago, Milwaukee, St. Paul and Pacific, Lines East. Brother Harper's nomination was seconded by several delegates.

Delegate-at-Large B. E. Britcher from the Penn Central, nominated Brother W. D. "Dink" Best. Several delegates stood to second this nomination.

The nominations were closed and both Brothers Best and Harper addressed the convention outlining their backgrounds and experience.

The tellers were instructed to proceed with the election and the vote was taken with the tellers reporting Brother G. F. Harper had received the majority of the ballots cast. President Chamberlain declared Brother Harper elected.

Brother Best requested President Chamberlain to have the record show that Brother Harper won by unanimous decision. President Chamberlain stated Brother Best's request was in order and that the record would indicate that Brother Harper was elected by unanimous vote.

Nominations were then open for Vice President assigned to the Southeast.

Brother B. J. Woodruff, Delegate-at-Large, Illinois Central Gulf System Committee, nominated Brother Charles S. "Chuck" Chandler. There were no further nominations and Brother Chandler was declared elected.

Nominations were open for Vice President assigned to the Western Region.

Brother W. E. Crawford, Delegate-at-Large, Southern Pacific System Committee, nominated Brother John T. Bass. Several delegates rose to second Brother Bass' nomination.

The nominations were closed and the tellers instructed to cast a unanimous ballot for Brother Bass who was declared re-elected.

President Chamberlain then declared nominations open for the office of Vice President at Grand Lodge Headquarters.

Brother Robert Brennan, Delegate-at-Large, Baltimore and Ohio Chicago Terminal, nominated Brother M. B. Frye. Several delegates rose to second Brother Frye's nomination.

There being no further nominations, the President instructed the tellers to cast a unanimous ballot for Brother M. B. Frye for Vice President at Grand Lodge Headquarters.

The nominations were then declared open for the office of Vice President Canada. President Chamberlain explained that for many years this position held the title of Grand Lodge Representative but also served as a member of the Grand Executive Council.

Delegate Bill Dufort of Local 118 nominated Brother John Platt. Several Canadian brothers seconded the nomination of Brother Platt.

Since there were no other nom-

Brother B. H. Steuerwald announced that he planned to retire in the near future and, therefore, would not stand as a candidate for the office of Vice President assigned to the East, located in Washington, D.C. Brother Ben has served as Vice President in both the eastern and the western regions and prior to his election served as a Grand Lodge Representative in Washington. He has served as General Chairman on the former New York Central-Lines East and will continue on as a Special Representative in Washington, D.C. until his retirement.

inations, President Chamberlain directed the tellers to cast a unanimous ballot for Brother Platt for the office of Vice President, Canada.

Because Brother Platt had returned to Canada to assist in negotiations and strike action, President Chamberlain accepted for him. He gave a short speech in praise of Brother Platt commenting on his capabilities and the fact that he is a great asset to the Canadian delegation and to the Brotherhood.

The next position declared open for nominations was that of Trustee from Canada.

Brother D. R. Stanberg of Local 144 nominated Brother J. E. Dubois. Brother Vic. Matity of Local 203 nominated Brother John McCormick of Local 187. Brother A. N. Wright of Local 12 nominated Brother John MacTaggart of Local 167. Brother Andy Gavine of Local 165 seconded the nomination of Brother John McCormick.

Brother R. A. Pellow of Local 189 was asked by President Chamberlain to substitute for Brother MacTaggart while MacTaggart's nomination was in effect.

All three nominees were called on to address the convention, whereupon Brother MacTaggart withdrew his name from the nomination.

The tellers were instructed to proceed with the election.

A vote was taken and President Chamberlain announced Brother John McCormick received the majority of the votes and was declared duly elected as Grand Lodge Trustee from Canada.

Brother Dubois requested that the record show that Brother McCormick was elected unanimously.

Chamberlain then declared the nominations open for the office of Trustee in the United States.

Brother John Hanson of Local 43 nominated Brother Henry S. Gerth, General Chairman, C&NW System Committee. Brother William Class, Delegate-at-Large, BN, nominated Brother W. W. Lauer, Delegate-at-Large, BN. Brother L. M. Priel of Local 8 nominated Brother Lou Sedlacek of Local 8. Several delegates rose to second the nominations of Brothers Lauer and Sedlacek.

The tellers proceeded with the election and a vote was taken with Brother W. W. Lauer receiving the majority of the votes and declared elected to the position of Trustee from the United States.

President Chamberlain then declared nominations open for the third Trustee position on the committee.

Brother Jesse Downs of Local 64 nominated Brother S. J. Muzi, Delegate-at-Large, E. L. Brother L. M. Priel of Local 8 nominated Brother Lou Sedlacek of Local 8. Brother J. D. Wilhite of Local 178 nominated Brother C. F. Wynn of Local 178. Brother George Gross, Delegate-at-Large from the SCL Committee, nominated Brother George W. Harrington. Brother Leo Silva of Local 173 nominated Brother R. R. Van Vacter, Delegate-at-Large from the AT&SF. Brother Jim Butler of Local 136 nominated Brother Henry Gerth, Delegate-at-Large, from the C&NW.

After several delegates rose to second some of the nominations the nominations were declared closed and the tellers were instructed to proceed with the election.

Several votes had to be taken before a candidate received a majority of the votes. After each ballot the candidate receiving the least number of ballots was dropped from the list of candidates.

The final ballot found Brothers Muzi and Harrington the candidates with Brother Harrington receiving the majority of the votes cast and, therefore, declared the duly elected third member of the Grand Board of Trustees.

The next order of business was the selection of the Convention City for our next convention in 1976.

Several cities were chosen ranging from Montreal and Quebec in Canada, to Miami, Florida and from Atlantic City, N.J. to Seattle, Washington.

After the first vote, Chicago, Illinois and Quebec City had by far the largest number of votes so they were declared the two cities on the final ballot.

The delegates were reminded by the Chair that in 1976 our Brotherhood would celebrate its 75th Anniversary, also our new headquarters building would be completed and delegates to the convention might enjoy a visit to the new headquarters.

The vote was then taken and Quebec City declared the next Convention City.

On Thursday evening the elected officers received their Obligation at the Convention Banquet. They will begin their term of office on October 1, 1973.

PRESIDENT CHAMBERLAIN called the convention to order and then introduced Mr. Clarence McIntosh, executive secretary of the Railway Labor Executives' Association, who brought greetings to the convention and expressed his happiness at the re-election of President Chamberlain, who is chairman of the RLEA.

During the Convention President Chamberlain presented a 50-year continuous membership pin to retired Secretary-Treasurer C. L. Bromley and noted the retired Grand Lodge Officers shown above have over 200 years continuous membership in our organization. Shown above are, from left to right: A. E. Lyon, President Emeritus; C. L. Bromley, Jesse Clark, President Emeritus; C. J. Chamberlain, and W. H. Lewis, retired Chairman, Grand Board of Trustees.

"Tardiness was reduced and the general atmosphere of our office was improved," Cook stated.

"A survey of employes showed that most arranged their hours in order to more conveniently take care of personal business and to avoid rush-hour transportation jams," Cook said. "Employes reported that the need for team consultations to assure coverage through the total working day made them more familiar with the assignments of others and gave them a better picture of the total functioning of our business. I can only conclude that since Flextime benefitted our employes, it benefitted our company."

DOT Announces Grant To SEPTA

SECRETARY OF TRANSPORtation Claude S. Brinegar announced a grant of $1.35 million to the Southeastern Pennsylvania Transportation Authority (SEPTA) to assist in making mass transit improvements in the Philadelphia urban travel corridor extending from the Center City to Media in Delaware County.

This $1,357,653 capital grant is one of a series of Federal grants made by the Urban Mass Transportation Administration (UMTA) and the Federal Highway Administration, to support programs designed to decrease travel time, improve travel flow, and decongest major traffic arteries throughout this high-density corridor.

Some of the major improvements included in this UMTA project are extensive modernization of the 60th Street Station, building a 69th Street Terminal Busway, and double-tracking the Media Rapid Tramway at Drexelbrook and Bowling Green. Other efforts to improve the quality of service include a terminal announcing board at 69th Street, reconditioning eight Media-Sharon Hill Tramway station buildings and platforms, and the installation of 14 new bus shelters along the corridor.

In announcing the grant, Secretary Brinegar noted that the only way to bring passengers back to rapid transit was to make it attractive, comfortable, and efficient enough to make them want to use it. The Secretary went on to say that this was the kind of project President Nixon had in mind when he said: "Good public transportation is essential not only to assure adequate transportation for all citizens, but to forward the common goal of less congested, cleaner and safer communities."

According to UMTA Administrator Frank C. Herringer, the grant to SEPTA represents another step towards making mass transit a viable alternative to the private automobile. "The lowest cost at which this can be accomplished," Herringer said, "is by preserving and improving existing transit services."

The local one-third share for this grant is being provided by the Commonwealth of Pennsylvania and funds from SEPTA's City Transit Division.

Pullman Strike Recaptured

THE PULLMAN STRIKE OF 1894, bitterly fought and bitterly lost, was a chapter of deep meaning in the long struggle for effective trade unionism.

The Illinois Labor History Society, trade unions and labor historians, believe that the strike of the Pullman workers should not be shrouded over by time and events. They have come up with a novel way of recreating the past.

The Society has just published an illustrated 45-page guided tour of Pullman, Ill., which in the last century was a separate company town but today is an integral part of Chicago. The title: Touring Pullman.

William J. Adelman, associate professor of Labor and Industrial Relations at the University of Illinois and a vice-president of the Society, the author, says in his introduction:

"This tour of Pullman is dedicated to all the men and women involved in the strike of 1894 who fought for democracy on the job and within their community. We hope that you, too, will appreciate and better understand their struggle after your tour of Pullman."

Touring Pullman provides you with an introduction underlining the significance of the various sites along the tour, a description and history of 55 sites, a map and a "time-line" to check the chronological order of events.

In 1885 Pullman cut the wages of its workers ten percent. A strike failed when worker was played against worker. The strikers were fired.

Following the Panic of 1893 several thousand Pullman workers were laid off and many of their families starved during the winter. For those still working, wages were cut an average of 25 percent with some cuts as high as 50 percent. Rents were not reduced in the company town.

By the Spring of 1894, 3,300 workers still employed at Pullman had joined Eugene Debs' American Railway Union, an industrial-type union, formed a year earlier.

When George Pullman fired three members of the grievance committee, 90 percent of the Pullman employes walked out. Non-strikers were locked out. This was May 11, 1894. ARU members across the country refused to move Pullman cars and the General Managers Association, representing 24 carriers, fired ARU members.

Debs, as president of the ARU, tried to discourage the young union from engaging in the boycott, found his office raided by police and personal papers impounded. His telegrams were intercepted and read by the government while the newspapers referred to "Debs" rebellion.

On July 2, against the wishes of Illinois Governor Peter Altgeld, 14,000 troops and special deputies were sent against the strikers. Shortly afterwards Debs and other officers of the ARU were arrested.

The Pullman strike became a heated national issue involving prominent public figures. Altgeld and Chicago Mayor Hopkins risked their political careers in supporting the strike against President Grover Cleveland.

Debs received a six-months sentence and emerged from Woodstock, Illinois jail to become the founder of the Socialist Party. For the rest of his life he applied labor pressure through political action to correct the injustices within American society.

Says Adelman: "Although the workers lost the strike, George Pullman lost as well. Workers and liberal citizens throughout America saw his 'paternalism' and 'practical philanthropy' as a threat to the continuation of American democracy.

Safety Board Recommends Improvement As A Result Of PC Collision

THE NATIONAL TRANSPORTation Safety Board recommended development and required use of an improved "dead-man's" control in locomotive cabs.

The Board also urged improvements in railroad communications and operating procedures and equipment as a safety back-up for trackside signals.

The Safety Board's recommendations are contained in its report on the head-on collision of two Penn Central freight trains on a single-track main line at Herndon, Pennsylvania, March 12, 1972, which killed the engineer and head-end brakeman on each train. A southbound 105-car freight was to have pulled into a siding while a 104-car northbound freight passed. But the southbound train continued through the siding, past a stop signal and back onto the mainline in the path of the other freight.

A three-member majority of the Board held that the probable cause of the accident was the failure of the crew to stop the southbound freight on the three-mile-long siding, in violation of the signal indication. "It could not be determined why the engineer . . . failed to stop his train," the majority said. "Among several possibilities, the Board considers it most probable that the engineer and head brakeman had fallen asleep and had failed to see the stop aspect displayed by the signal."

Two Board members dissented, saying they "do not believe the evidence will sustain the determination that the most probable reason for the engineer and head brakeman's failure to see the stop aspect displayed by the signal was that they had fallen asleep. It is our view that the reason for this failure is unknown." Chairman John H. Reed and Members Louis M. Thayer and Isabel A. Burgess comprised the majority; Members Francis H. McAdams and William R. Haley, the minority.

The Board's investigation showed no failure or malfunction in the accident-area signalling system. The southbound freight "apparently had been operated properly" to a point just before it entered the siding, the Board said. Here it had been ordered to slow to 25 mph, but it maintained about 37 mph to and through the siding, where the speed limit was 30 mph. "The improper operation of the train through the restricted-speed area and . . . siding indicated that something had happened to the crew," the Board said.

The Board noted that the southbound locomotive was equipped with a dead-man's pedal which would apply the train's brakes when it was not depressed. But the Board said that had the engineer dozed at the locomotive controls, "it is doubtful if his body would be sufficiently relaxed to permit the pedal to move to its actuation position."

One of the Board's specific conclusions from its investigation was that the locomotive dead-man control "was inadequate." The Board noted various other railroad control devices now in use, including (1) a cab signal system which gives aural warning and requires physical acknowledgment of a more restrictive signal; (2) a train-control signal system which automatically applies train brakes when the train exceeds the maximum speed for the signal under which it is operating; and (3) a dead-man device which requires movement by the engineer within a pre-set time limit to prevent automatic brake application.

The southbound freight was not radio-equipped, and its conductor, riding in the caboose 104 car lengths behind the locomotive, was unaware both of the passing operation and of the signal to stop in the siding. Noting that in railroad operations the conductor shares train safety responsibility with the engineer, the Board observed that in the Herndon accident situation "the conductor, with little information, is in a poor position to monitor the engineer."

Penn Central does not restrict the use of radios on its trains, but its radio system "is limited and disorganized, apparently due to a lack of usable radios," the Safety Board found. "Effective radio communication would provide a much-needed back-up system for controlling the movements of trains which depend on the observance of a signal system.

The Safety Board recommended that . . .

**The *Federal Railroad Administration* (1) develop, in cooperation with the Association of American Railroads, a "fail-safe" dead-man's train-stop device, and require its installation, use and maintenance; (2) study "environmental conditions that could distract crews from their duties or cause them to fall asleep," and write any needed regulations; (3) require a radio-equipped railroad to "install radios in appropriate parts of trains and maintain them in operating condition unless all personnel involved are notified to the contrary;" and (4) require that train engineers and conductors, whenever they share train safety responsibility, are "located and informed so that they can make quick, effective decisions."

**The *Penn Central Transportation Company* "establish a backup communication system in the event that signal information is not received by appropriate crewmembers."

The report is available to the general public. Single copies may be obtained without charge by writing to the Publications Branch, National Transportation Safety Board, Washington, D.C. 20591.

Words To Live By

He that considers in prosperity will be less afflicted in adversity.

Worry is interest paid on trouble before it falls due.

He who considers too much will perform little.

Better to work and fail than to sleep one's life away.

We desire nothing so much as what we ought not to have.

Difficulty is the excuse history never accepts.

ENVIRONMENTAL NEWS

The Environmental Protection Agency for Air and Water Programs, told the American Automobile Association membership that consumers have a right to know how many miles per gallon of gasoline to expect from new cars.

The EPA is looking for a way to allow the consumer to get a message to Detroit. The message is that fuel economy is an important determinant of consumer choice.

The EPA announced that special window labels indicating a new car's expected gasoline mileage will appear on at least 93 percent of all 1974 cars sold in America.

These labels offer an opportunity for manufacturers proud of their mileage record to brag about it, the EPA reported and Sansom said it was gratifying that the manufacturers are doing this voluntarily.

The EPA's gasoline mileage tests on 1974 cars dispel several myths about cars and gas mileage.

It's a myth, the EPA reported, that foreign cars get much better fuel economy than domestic autos. It was pointed out that small foreign cars, weighing 2,000 to 2,500 pounds, get good gas mileage but there are no American cars in those classes.

In the 2,750 and 3,000 pound classes, Detroit leads both classes with cars that receive 24 and 20 miles per gallon.

The primary factor in determining gasoline mileage is car weight. Both foreign and domestic cars have significantly increased in weight over the last decade.

The EPA tests show high-speed cruising does not give better fuel economy. The most efficient speed for most cars is 30-40 miles per hour, although most miles are driven at speeds much slower or faster than that.

Domestic cars are not designed to operate at peak efficiency where they're driven.

The EPA faulted auto designers who are more concerned with esthetics than practicality.

Utility, economy and convenience are important enough to ask for slimmer, trimmer cars. In the next few years we'll get them. Right now, Ford and GM and others are shifting production to small models to accommodate accelerating demand and record small car sales.

Also emphasized is the need for mass transit and car pools as ways to relieve congestion, cut pollution, and conserve energy.

In 1970, out of the total 14 million barrels of gas per day we consumed, over half was burned for transportation. Autos alone burned 170 million gallons of gas a day.

The national response to the energy crisis so far has been to worry about securing more supplies.

But that's not going to solve the problem. Across the full spectrum of energy use we've got to stop the precipitous growth of the demand rate, the EPA reported.

EPA RELEASES GAS MILEAGE DATA FOR 1974 CARS

Environmental Protection Agency Administrator Russell E. Train has released the gasoline mileage data on 1974 cars tested under EPA's auto emissions standards compliance program.

The gas mileage data range from a high of 29.1 miles per gallon for the 2,000 pound Honda Civic (76 cubic inches, manual 4-speed transmission) to a low in the 5,500 pound category of 6.8 miles per gallon for the Oldsmobile Toronado (455 cubic inches, automatic 3-speed transmission).

Mr. Train stated EPA has sent the mileage data to auto manufacturers for use on 1974 car window labels. The labels were developed as part of EPA's voluntary program for posting gasoline mileage on new cars.

"The auto manufacturers who have notified us of their participation account for more than 95 percent of U.S. auto sales," Train said. "The 1974 car buyer will now know, before he buys the car, how many miles per gallon to expect from that vehicle."

Participating auto makers include General Motors, Ford, Chrysler, International-Harvester, Volkswagen, Datsun, Alfa Romeo, Daimler-Benz, Volvo, Toyo Kogyo, Saab-Scania, British-Leyland, Subaru, Lotus, Mitsubishi, BMW, Toyota, Renault, and Honda.

The EPA test which produced the gas mileage data involves driving a car on a chassis dynamometer which simulates urban driving conditions. The test simulates a 7.3 mile trip at speeds ranging up to 57 miles per hour. This is very close to the average U.S. auto trip of 8.3 miles.

This is the test cycle used in measuring auto air pollution emissions to insure compliance with Federal standards.

Several auto makes and models are not included in today's test results. Because cars are continually being submitted to EPA, all testing will not be completed for several months.

"From these tests we can determine the average miles per gallon of all vehicles sold in the various weight classes," Train said. "Even if a new car isn't covered by one of our specific tests, it will have a label showing the gas mileage range and average of cars in the same weight category."

Of the cars tested, the following vehicles were best in each weight class:

2,000 pounds—Honda Civic 29.1 mpg (76 cu. in. M4)*

2,250 pounds—Datsun B210 24.9 mpg (79 cu. in. M4)

2,500 pounds—Subaru SW 22.7 mpg (83 cu. in. M4)

2,750 pounds—Chevrolet Vega Hatchback 24.6 mpg (140 cu. in. M3)

3,000 pounds—Chevrolet Vega Kammback 20.0 mpg (140 cu. in. A3)

3,500 pounds—Ford Comet 19.9 mpg (200 cu. in. M3)

4,000 pounds—Ford E-100, 18.9 mpg (240 cu. in. M3)

4,500 pounds—Chevrolet G-20 Sportvan 12.4 mpg (250 cu. in. A3)

5,000 pounds—Buick Century Wagon 16.7 mpg (350 cu. in. A3)

5,500 pounds—Cadillac Eldorado 10.4 mpg (500 cu. in. A3)

*cu. in.—cubic inches

M—Manual Transmission

A—Automatic Transmission

AUTOMATED PERSONAL TRANSIT SERVING DALLAS/FT. WORTH REGIONAL AIRPORT

The Dallas/Ft. Worth Regional Airport, the world's largest, was dedicated September 22, with actual commercial service planned for October 28.

One of the many features of this airport will be its personal rapid transit system—the first fully automated people mover anywhere that operates a network of many simultaneously moving vehicles.

The unique GRS control system makes possible the automated operation of 68 vehicles on 13 miles of guideway.

The GRS furnished the automatic vehicle control system for Airtrans, the intra-airport personal rapid transit system. Operating automatically on 13 miles of concrete guideway, 68 Airtrans vehicles provide swift, safe, and comfortable service for airport users and their baggage. Special utility cars also handle supplies in the vast complex of buildings and facilities.

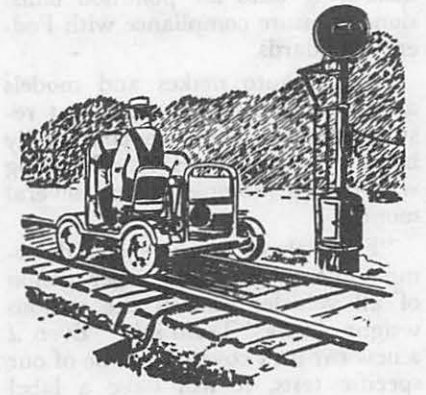
The GRS automation system controls all vital functions associated with vehicle movement, route switch positioning, door operation, plus nonvital functions involved in automatic vehicle operation, routing, station stopping, performance monitoring, supervisory control, and communications.

This is the first transit system anywhere that operates as an automated network, controlling all movements, routings, speeds, separations, and reporting functions on a large number (68) of vehicles simultaneously. The automatic vehicle control system which makes this possible was developed and furnished by GRS. The overall system has three major subsystems: Automatic Vehicle Protection (AVP), Automated Vehicle Operation (AVO), and Automatic Vehicle Supervision (AVS). The Automatic Vehicle Protection subsystem performs the vital safety functions required for vehicle rear end protection and interlocking protection. The Automatic Vehicle Operation subsystem regulates speed and station stopping for efficient system operation. The Automatic Vehicle Supervision subsystem performs routing control, performance monitoring, and communications functions associated with general system supervision.

The Airtrans vehicle follows the concrete guideways, which consists of numerous blocks, each of which contains a vehicle detection circuit. Three power rails, one signal rail, and one return rail are fastened to the concrete sidewalls. This circuit uses the signal and return rails within each block to form a conventional d-c track circuit. Low impedance shunts on the vehicles cause the track circuit current to drop when a block is entered, and the block relay releases to indicate occupancy. The vehicle presence detection block provides an output to the speed selection logic and switch interlocking control. The speed selection logic also receives an input from the switch interlocking control.

Guideway switches—merge and diverge types—are checked by the Automatic Vehicle Protection (AVP) subsystem to prevent any unsafe moves. Before a vehicle moves through a diverge switch, the divert gate is positioned and locked, and its position detected for correspondence with the switch.

Unless the divert gate is so positioned and locked, clearing of the route through the switch is not permitted. When the route is not clear, the signals on the approach to the switch are set as if the block located at the switch were occupied. This prevents an approaching vehicle from moving closer than one block of the switch block.



The section of guideway devoted to a switch, from the tip of the divert gate to the clearance point, is the switch block. Train detection in a switch block is achieved similarly to other blocks. Interlocking of signals and switches inhibits train movement through a switch which is not locked and prevents a switch previously occupied or assigned to a cleared route from becoming unlocked.

The merge switch also has a divert gate. This gate is normally spring loaded to the "through" position and guides, but does not obstruct, the passage of vehicles. For reverse moves, the gate is manually positioned and pinned. The status of the pin is detected by contacts which prevent automatic operation of vehicles over the switch if it is not free to move.

Although merge switches require no actuation for normal movements, the switch must nevertheless be detected as unpinned and assigned to one of the two approaches before a route from that approach through the switch may be cleared. When the approach to an assigned route is occupied, the route is considered fixed until the train passes through the switch.

The block relays report to a wayside logic unit, which checks the condition of blocks in advance of the vehicles to establish safe operating speeds. The positions of guideway switches in advance of vehicle movements are also checked by the wayside logic. Four or more clear blocks permit a vehicle to proceed at maximum permissible speed. At least two clear blocks are needed to permit any vehicle movement. At least one clear block is always maintained between any two vehicles. Any entry into this clear block results in an irrevocable emergency stop. For normal system operation, emergency stops are avoided by a stop command given in the second block behind any occupied block.

Chairman Lauer of the Committee on Laws continued with the recommendations of his committee on several resolutions. The committee completed its report and the rest of the fifth convention day was given to the report of the Committee on Resolutions.

The Committee on Resolutions had met several times during the week and had considered each and every resolution submitted to them.

Committee Chairman Van Vacter then proceeded with the resolutions and his committee's recommendations for each resolution. The committee's report was well prepared and while there was discussion on certain resolutions on the intent of the resolution most of the committee's recommendations were adopted by the convention.

Brother Van Vacter said his committee received and acted on thirty-eight resolutions, one of the largest number ever received by a convention in our Brotherhood's history.

This being the conclusion of the work of the committees, President Chamberlain dismissed the committees with a vote of thanks on behalf of the convention. He also dismissed the Credentials Committee with the convention's thanks.

He then dismissed the convention officers, tellers, semaphores, levers and the chaplain, who were given a standing ovation.

In closing, Chamberlain thanked all the delegates for their kind attention and patience and wished them all Godspeed.

The Signalmen's Convention

MRS. ROBERT DEVINE, WIFE OF BOB DEVINE, LOCAL CHAIRman and a Delegate to our New Orleans Convention, from Local No. 145, promised some of the women at the Convention that she would write a verse of her remembrance of our 1973 Convention.

Mrs. Devine requested the Journal to print this verse expressing her feelings and those of many of the wives who attended our Convention with their husbands.

IT WAS FUN
IT WAS INTERESTING
IT WAS EDUCATIONAL
IT WAS GLAMOROUS
IT WAS WORK BY OUR MEN
THEY ARE DEDICATED
THEIR ROAD IS LONG, THEY HAVE A COMMON GOAL
THEIR APPROACH IS POSITIVE, WE MUST KEEP IT SO
THEIR LEADERS ARE SUPERB
THEIR PRESIDENT, A TIRELESS WORKER AND SO PERSONABLE
HIS SWEET WIFE, AN ENDLESS ASSET TO HIS CAREER
HIS LEADERSHIP HAS BROUGHT THEM FAR
LAST BUT NOT LEAST ARE THE CONVENTION WIVES
AND ALL WIVES OF ALL SIGNALMEN
THEY ARE OF COURSE A SPECIAL CLASS
SO MUCH IN COMMON, THEY WERE HAPPY
THEY WERE DIFFERENT, THEY WERE STRONG
THEY WERE FRIENDLY, THEY WERE JUST REAL NICE PEOPLE
SOME HAD PROBLEMS BUT THEY WERE PUT ASIDE
THIS TIME WAS THEIR HUSBANDS AND THEY DID ABIDE
ALL IN ALL IT WAS A HUGE SUCCESS
BUT DON'T FORGET WITH THE FUN AND THE GAMES
A CONVENTION IS WORK BY OUR MEN FOR OUR MEN
AND A LOOK FORWARD THAT THREE YEARS FROM NOW
THEIR ACCOMPLISHMENTS WILL BE MANY, THEIR EFFORTS WILL NOT HAVE BEEN IN VAIN
AS A CONVENTION WIFE I AM SURE IT WAS ALL WORTH WHILE

ELIZABETH HARRIS DEVINE

R. W. McKnight Appointed Journal Editor

C. J. CHAMBERLAIN, PRESident, Brotherhood of Railroad Signalmen, announced the appointment of Robert W. McKnight as Editor of The Signalman's Journal, effective November 1, 1973. "McKnight will bring a wealth of experience—over 20 years in the signaling field—to us in editing The Journal. As a professional journalist, he will be a most valuable addition to our headquarters staff," Chamberlain said.

Mr. McKnight was formerly Editor of Railway System Controls and Signaling and Communications Editor of Railway Age. He graduated from Clarkson College of Technology in 1950 with a Bachelor of Electrical Engineering degree, after which he studied journalism at Syracuse University. He joined Simmons-Boardman Publishing Corp. in 1951 as associate editor of Railway Signaling & Communications (now Railway Systems Controls). He was appointed editor in 1958.

Mr. McKnight is an affiliate member of the Communication & Signal Section, AAR; a member of the American Railway Engineering Association; a senior member of the Institute of Electrical & Electronics Engineers; and a life member of Sigma Delta Chi, professional journalism society.

Mr. McKnight replaces Joseph W. Walsh who was elected Vice President at the Signalmen's Convention in New Orleans. Mr. Walsh has been the Editor of the Signalman's Journal since 1968.

R. W. McKnight will assume the duty of editing and managing The Signalman's Journal on November 1, 1973.

news from Canada

Replies of Canadian Non-Ops to Questions Raised by Mr. Emmett M. Hall, Arbitrator

LAST MONDAY, SEPTEMBER 24th, you put certain questions to us. We wish to reply at this time.

The first question is set out at pages 802-803 of the transcript. On this question the Unions want to be sure that their total remuneration, in wages and in the cost of fringe benefits, is compared to total remuneration, i.e. wages plus fringe benefits, in outside industry, and does not, therefore, get translated into an unwarranted comparison with outside wages alone. They see some danger when questions are asked about what some fringe benefit is equal to in wages unless the question is examined in a broader context. Vacations, say, cost so much per hour: fair enough, the cost has to be taken into account, but it would be quite unfair to add it to the wage claim instead of looking at the cents per hour of vacations in outside industry.

Confusion on this is no small matter. We do not want to get into the pension question until Dr. Deutsch has reported but we can point out that one of the things that produced great problems before the Conciliation Board was the costing of pensions in terms of wages, and then the treatment of this fringe as though it had suddenly actually become a wage item.

We are not, of course, making the case that fringe costs can be ignored, but we are asking that care be taken to have like compared with like. A natural procedure is to compare wages with wages, and then fringes against fringes—and finally the package against the package. We shall argue eventually that there is no over-flow from the fringe comparison that suggests any reduction of the wage claim.

One more point in the same line: we do not expect you, Mr. Arbitrator, to deal with the pension issue until Dr. Deutsch has reported. You are reported at page 803 as saying that two figures had been given to the Munroe Conciliation Board as to the cost of the pension; one by the Railways of 4.3% and another by the Unions of: "three-point-something". The Unions' position is that the 4.3% was a wholly misconceived calculation, and that when the pension cost is taken into account correctly, there is literally no over-flow from the fringe benefits side that is to be offset against wages. Fringes taken all together will prove to be no better on the railways than they are outside, and this with all proper allowance for the pension improvements. This was the basis of the strong and repeated pleas which we made to the Conciliation Board for the Chairman to choose some independent authority to come in and advise all concerned whether or not this position was correct. In due course. Dr. Deutsch will be providing his opinion on the issue.

The other line on which we want to say something at once, and not merely in rebuttal, is that the issue before the arbitration is surely the total remuneration the Railway workers are entitled to by a fair outside comparison. But if that is what the arbitration is about, it cannot possibly be about freight rates, or subsidies, or the accounting of the C.N.R., or anything that asks you, as the Arbitrator, to take over from Parliament the whole question of public policy in transportation. Are you, for example, expected to go back to the original undertakings by the C.P.R. one hundred years ago, the transfers of land and all the rest? Are you to go through the logic of the way the bankrupt elements of the C.N.R. were financed? Are you to take into account tariffs that protect Central Canada's industry and the degree to which the Crow's Nest rates purport to compensate the West for those subsidies? Are you to ask how the appearance of $4.00 and $5.00 wheat should be taken into account in financing the railway?

The answer is surely that there is no such investigation asked for by Parliament. Parliament has asked what fair wages are. Anything that touches on ability to pay, or that would indicate railway workers are an instrument of public policy, anything of that kind is still in Parliament's hands exclusively. Moreover, if anything of that kind intrudes into these hearings, the logic of things is that a test on the merits of our case may disappear.

All that may be left is a completely open-ended investigation that confuses two quite different areas of public policy: first, what fair remuneration is for Railway employees; and, second, how the Railways

are to be financed, to which there are many possible answers, and which is a question still with Parliament. We, on this side, do not seek, in these hearings, to make any contribution to this second question. Accordingly, we must at every point where material on this second kind of question appears make a formal and firm, but respectful, objection to its introduction. There is always the danger that however we may guard against the two issues becoming mixed up, that the intrusion of material on this second question may encroach on the basic issue before you.

The Unions note that neither the report of the Chairman of the Conciliation Board, Mr. Justice Munroe, nor the legislation creating the present arbitration procedure discuss ability to pay as a factor in the determination of a just settlement of the present contract between the Railways and the Unions.

The circumscribed scope of the criteria relating to ability to pay in the determination of benefits to railway employees is thoroughly discussed in Chapter VII of the Task Force on Labour Relations, Study No. 20, Labour-Management Relations in the Railway Industry, written by Professor Stephen G. Peitchinis. We invite your attention to Professor Peitchinis' views which we urge upon you. In his Study, Professor Peitchinis states categorically that the ability to pay wage increases as regards both Canadian National and Canadian Pacific ought not to have any bearing on wage determination. He invokes a finding made in 1950 by Mr. Justice Wilson, in which he declared that ". . . the financial position of the railways should not be used as a basis to perpetuate unjust substandard wages or onerous working hours", as was then the case. Mr. Justice Wilson put it in these words "if railwaymen deserved increases then these must be granted and the public must bear the cost". Professor Peitchinis points out that this was accepted by another Conciliation Board in 1956.

I submit to you, on behalf of the Associated Non-Operating Railway Unions, that ability to pay and related questions of freight rate charges are questions of public policy and must be dealt with independently of the merits of the Union's case. The Unions contend that non-operating railway employees presently receive employment benefits inferior to comparable Canadian workers. It is surely the validity of this contention which must attract the exclusive attention of this arbitration.

We would like to respond in some detail to your question relating to the allocation of employee costs to computations of average earnings.

ALLOCATION OF EMPLOYEE COSTS TO COMPUTATIONS OF AVERAGE HOURLY EARNINGS

The response will be technical because the issues involved are technical.

E a r n i n g s (Statistics Canada Definition)

"Earnings of wage earners and salaried employees represent gross pay for the week, before deductions for taxes, unemployment insurance contributions, etc. Gross pay includes salaries, straight time wages, piece work and regular commission earnings, regularly paid incentives, cost of living and other bonuses, overtime earnings and payment to persons absent with pay in the survey week. The payroll concept does not include supplementary labour costs such as employer's contributions to unemployment insurance, medical plans, Workmen's Compensation and other welfare plans, nor does it include the cost of equipment, the value of room and board, compensation in kind, travelling expenses, retirement gratuities, bonuses paid at irregular and infrequent intervals or directors fees."

Statistics Canada Cat. No. 72002, Employment Earnings and Hours, March 1973.

Average Hourly Earnings

"43 . . . , average earnings reflect total gross direct compensation from all sources which affect the employees' pay cheques. Average hourly earnings are obtained by dividing total direct compensation from all sources by total hours paid for."

Railway's Submission — Exhibit No. 23, before Conciliation Board, June, 1973; page 17.

Negotiated increases in gross pay as defined above increase employee's average hourly earnings and employer's direct payroll costs.

Negotiated increases in supplementary labour costs as defined above do not affect average hourly earnings, but do affect employer's total labour costs.

A judgment of total employee benefits requires judgments about both average hourly earnings and benefits arising from supplementary labour costs outlays. Thus at any moment in time separate judgments about present levels of average hourly earnings and projected increases in average hourly earnings might be used in comparing railway workers' earnings with those of, for example, durable goods. However, separate judgment would then be needed to compare the benefits arising from supplementary labour costs between the two industries.

For example, let us assume average hourly earnings between non-operating railway employees and durable goods employees are equal. However one might find that benefits arising from supplementary labour costs—which would include pensions—are not equal. Judgments of this kind can be guided by existing fringe benefit studies, such as the Thorne Group Study, which was submitted to the Conciliation Board and which we now submit herewith to this arbitration.

Obituary

John H. Robinson, retired member of Local 94, Baltimore & Ohio Railroad, passed away June 2, 1973.

Brother Robinson started work as a trackman September 17, 1918 at Syracuse, Indiana and transferred to the Signal Department December 19, 1922 as a signal helper. He was working as a signal maintainer at Kimmell, Indiana at the time of his disability January 31, 1959.

The officers and members of Local 94 extend their deepest sympathy to the members of his family.

H. W. Rupp

K. S. Gatton, retired member of Local 2, Pennsylvania Railroad, passed away March 20, 1973. He was 65.

Brother Gatton retired on September 19, 1969 after completing 26 years of service. At the time of his retirement he was employed as a testman in the Signal Department at Mansfield, Ohio.

The officers and members of Local 2 extend their deepest sympathy to his wife and family. Ed.

Cloyd W. Snyder, retired member of Local 10, Penn Central (former N.Y.C.-L.W.), passed away July 6, 1973. He was 83.

Brother Snyder retired October 1, 1956 after completing 40 years of service with the New York Central Railroad. At the time of his retirement he was employed as a maintainer at Wabash Tower, Toledo, Ohio.

The officers and members of Local 10 extend their deepest sympathy to his wife, Edith, and brother, Harry M., who is also a retired signalman.

Ed.

Lawrence F. Hofer, retired member of Local 10, Penn Central (former NYC-Lines West), passed away in March, 1973. He was 73.

Brother Hofer retired December 10, 1964 after completing 42 years of service with the New York Central. At the time of his retirement he was employed as an assistant signalman at Sandusky, Ohio.

The officers and members of Local 10 extend their deepest sympathy to the members of his family.

Ed.

Lewis Baylies, retired member of Local 7, Penn Central (New York, New Haven & Hartford Railroad) passed away in November of 1972. He was 73.

Brother Baylies retired in July, 1965, after completing 48 years of service with the New Haven. He was employed as a signalman at Bridgeport, Conn. at the time he retired.

The officers and members of Local 7 extend their deepest sympathy to his wife, Jennie, and the members of his family. Ed.

Fred Westerburg, retired member of Local 92, Southern Pacific Transportation Company, passed away recently. He was 73.

Brother Westerburg retired October 1, 1965 after completing 36 years of service with the Southern Pacific. At the time of his retirement he was employed as a signal maintainer at Pittsburg, California.

The officers and members of Local 92 extend their deepest sympathy to the members of his family. Ed.

Walter Spielman, retired member of Local 132, Terminal Railroad Association of St. Louis, passed away February 16, 1973. He was 82.

Brother Spielman retired December 31, 1959 after completing 32 years of service with the Terminal Railroad of St. Louis. At the time of his retirement he was employed as an assistant signalman at St. Louis, Mo.

The officers and members of Local 132 extend their deepest sympathy to his wife, Rose, and the members of his family. Ed.

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Earl Cole, retired member of Local 188, Spokane, Portland & Seattle Ry. Co. (Burlington Northern Inc.), passed away on September 16, 1973. He was 73.

Brother Cole hired out to the Northern Pacific Railway in the Signal Department on February 14, 1923 at Livingston, Montana. He worked his way up through the ranks to the position of signal maintainer which he held until November 30, 1942. In 1944 he moved from Tacoma, Washington to Portland, Oregon, hiring out to the Union Pacific Railroad as an interlocker repairman in 1944. On July 28, 1944 he went to work for the S.P.&S. Ry. He served as signal maintainer, leading signalman, signal inspector and foreman. On December 28, 1956 he was promoted to signal supervisor and held this position until his retirement, January 31, 1965. He had over 39 years of service.

Brother Cole was a faithful member of Local 188 and served as chief signalman for many years. He was a Charter member of the local.

The officers and members of Local 188 extend their deepest sympathy to the surviving members of his family.

F. P. Allen

Russell A. Wasson, retired member of Local 112, Penn Central (former PRR), passed away April 19, 1973. He was 79.

Brother Wasson retired from the PRR on February 1, 1959 after completing 42 years of service. At the time of his retirement he was employed as a maintainer C&S at Washington Court House, Ohio.

He was an active member of the Brotherhood and served as Committeeman.

Surviving are his wife, three daughters, two sisters and two brothers, to whom the officers and members of Local 112 extend their deepest sympathy.

Ed.

J. D. Seyersdahl, a member of Local 8, Union Pacific Railroad, was killed instantly July 24 while painting an insulated joint on the eastbound track at LeRoy, Wyoming. A freight train was going by on the westbound track at the time and he must not have heard the eastbound freight train until too late.

Brother Seyersdahl was born December 30, 1949 at Rock Springs, Wyoming. He started to work for the Union Pacific as assistant signalman August 28, 1969 and was promoted to signalman July 13, 1971. He was working as a relief maintainer at Carter, Wyoming at the time of his death.

He is survived by his wife Joanne, daughter Wendi Lee, stepdaughter Kris, stepson Brian, and his mother Lou Morris.

Butch will be sorely missed by his brothers in Local 8 and they extend their condolence to the family that he left behind.

Marvin Davis

Irvin A. Cook, member of Local 15, Penn Central (former New York Central-Lines West) passed away June 4, 1973.

He was employed on December 9, 1940 as a signal helper and was promoted to signalman on September 1, 1941. He held the position of leading signal maintainer at Greensburg, Indiana and at the time of his death was working at Guilford, Indiana.

Brother Cook had held the job of Trustee in Local 15.

The officers and members of Local 15 extend their deepest sympathy to his wife, Cleo, and members of his family.

Ron Truby

Lee H. Cash, retired member of Local 100, Southern Pacific Transportation Company, passed away July 10, 1973. He was 83.

Brother Cash retired June 1, 1958 after completing 38 years of service with the Pacific Electric Railway. At the time of his retirement he was employed as a supervisor at Los Angeles, California.

He served as recording and financial secretary of Local 68 during 1919.

The officers and members of Local 100 extend their deepest sympathy to his wife and members of his family.

Ed.

ATTENTION

All Active and Retired Members

If any of you have old photos, membership cards, passes, convention badges, books or other memorabilia related to the Brotherhood, it is suggested that you consider sending them to Grand Lodge headquarters for our historical collection.

A. E. Lyon
President Emeritus

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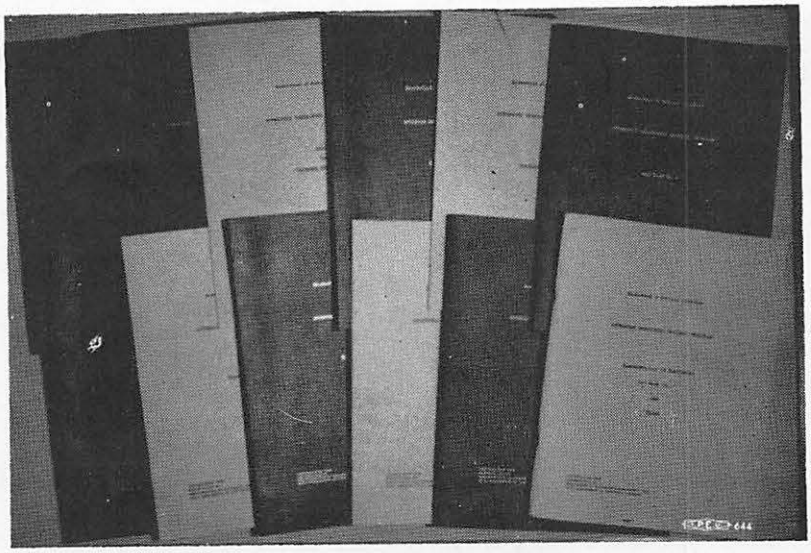

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Text No. 2 explains signal terms and definitions, relays and relay circuits, track circuits, line circuits, code lines, and batteries used in signaling. Meters are also discussed in this text.

Text No. 3 emphasizes and explains the purpose and function of different types of relays, automatic signaling, time code control, and deals with the first principles of electronics.

Text No. 4 explains in detail the use and function of traffic control systems of signaling, and an elementary study of power switch machines.

Text No. 5 furnishes information regarding crossing protection, steady track battery on coded track circuits, polar stick relays, both front and back contact cut sections, and ICC tests of signal equipment.

Text No. 6 deals exclusively with a simple automatic interlocking and modifications necessary to operate it by remote control.

Text No. 7 is a comprehensive digest of information related to the TCS control machine; the generation and transmission of codes; chain repeat action of coding units; and indication code preference.

Text No. 8 covers electric locked switches; and maintenance procedures for detector devices, coded track circuits, carrier equipment, and diesel generators.

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Below is a list of attorneys who, on the basis of information made available to us, are competent to give full information and assistance to those in need of it.

This list is compiled and maintained on the strength of information furnished us by both attorneys and members. The accuracy of the list that we will publish from time to time depends entirely on the information furnished us. Therefore, everyone concerned is urged to keep us informed regarding cases handled, nature of the case, terms of the settlement, commendations, criticisms, etc.

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